

# FINANCIAL TIMES



**US and China**  
**Forgery on**  
**the agenda**

Page 4

**Japanese icon**  
**Finance ministry**  
**under siege**

Page 7

**Towards Emu**  
**A tale of**  
**two nations**

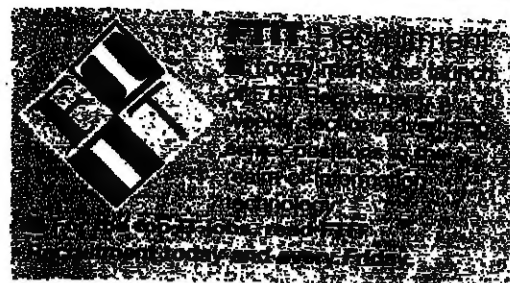
Europe, Page 22



**TOMORROW'S**  
**Weekend FT**  
**Till divorce**  
**do us part**

World Business Newspaper

FRIDAY FEBRUARY 9 1996



## Alitalia to sue recently sacked chief executive

The board of Alitalia, Italy's troubled national airline, is to take legal action against Roberto Schisano, its recently sacked chief executive, for alleged damage caused by his administration. Schisano has consistently rejected all allegations of mismanagement levelled against him by Alitalia and from Iri, the state holding company and chief shareholder of the airline. Page 24

**Lithuanian PM sacked over bank crisis**



Lithuanian prime minister Adolfas Slezevicius was sacked after parliament voted to dismiss him for his handling of the banking crisis which has badly dented the economy. Slezevicius had admitted withdrawing his personal savings from a Vilnius bank two days before it was closed down. Page 24

**French setback on corruption** Political support collapsed for reform of one of the most important legal weapons in France's fight against corporate corruption. Page 2

**Israel's right signs election deal** The leaders of two of Israel's main rightwing opposition parties signed a pact aimed at strengthening their chances in an election which is thought will be held on May 28. Page 4; Editorial Comment, Page 23

**NTT, Japan's largest telecommunications operator**, admitted it employed officials from the Ministry of Posts and Telecommunications in its Washington office during a time of sensitive talks with the US over procurement of telecoms equipment. Page 24

**Sony profits rise** Sony, the Japanese consumer electronics manufacturer, announced a 25 per cent rise in third-quarter pre-tax profits, but warned that a slowdown in overseas markets would result in weaker full-year earnings than expected. Page 25

**Tokyo resumes Burma credits** The Japanese government is to extend overseas investment insurance to Burma for the first time since 1988 and give guarantees to Mitsui to develop a \$20m industrial park near Rangoon. Page 4

**Farnell Electronics' attempts to gain shareholder approval** for its £1.8bn (\$2.8bn) agreed takeover of Premier Industrial Corporation of the US were set back when the UK life insurer Standard Life said it would vote against the deal. Page 25; Lex, Page 24

**UK business leaders denounce Emu** UK business leaders have united to denounce plans for a European single currency as an expensive and dangerous threat to Britain's prosperity. Page 8

**German film deals clinched** The Kirch Group, Germany's media conglomerate, and ZDF, the second state television network, have separately clinched large film deals with US studios. Page 25

**Ericsson profits up 36%** Swedish telecoms equipment supplier Ericsson saw profits jump 36 per cent and said it expected continuing heavy demand for mobile telephones. Page 27; Lex, Page 24

**UK media groups to merge** The UK's United News and Media, publisher of the Daily Express, has agreed a \$3bn (\$4.6bn) merger with MAI, the broadcasting and financial services group which controls two television companies. Page 25; Lex, Page 24

**British Telecom** reported better than expected third quarter results with a 26 per cent growth in profits before tax. Page 30

STOCK MARKET INDICES	
New York: Dow Jones Ind. Av.	5,487.43 (+4.99)
NASDAQ Composite	1,088.44 (+3.50)
Europe and Far East	
UK: FT-SE 100	2,708.4 (+17.7)
Nikkei	21,118.3 (+174.81)

US LUNCHTIME RATES	
Federal Funds	5.5%
3-month Treasury Bill	4.875%
Long Bond	5.81%
Yield	5.13%

OTHER RATES	
UK 3-month interest rate	5.5%
UK 10 yr Gilt	5.81%
France 10 yr OAT	5.81%
Germany 10 yr Bund	5.81%
Japan 10 yr JGB	5.81%

NORTH SEA OIL (Anglo)	
Shut 15-day (Mar)	\$16.71 (16.68)

Alaska	US\$ 220	Germany	DM 100	Ukraine	US\$ 1500	Catar	QR 100
Australia	A\$ 100	Greece	€ 100	Latvia	€ 100	Singapore	S\$ 100
Belgium	€ 100	Hong Kong	HK\$ 100	Malta	€ 100	Slovakia	€ 100
Canada	CA\$ 100	India	₹ 100	Mexico	MX\$ 100	Slovenia	€ 100
Denmark	DKK 100	Indonesia	₹ 100	Netherlands	€ 100	Spain	₹ 100
Egypt	EGP 100	Italy	₹ 100	Norway	NOK 100	Sweden	SEK 100
Finland	€ 100	Japan	¥ 100	Poland	PLN 100	Switzerland	CHF 100
France	€ 100	South Korea	₩ 100	Portugal	€ 100	Turkey	₹ 100
Germany	€ 100	Taiwan	NT\$ 100	Ukraine	₹ 100	UAE	Dir 100
Greece	€ 100	Thailand	฿ 100	USA	\$ 100		
Hong Kong	HK\$ 100	UK	£ 100				

## Tokyo relaxes pension fund rules

Reform opens way for rise in Japanese foreign investment

By Gerard Baker in Tokyo

The Japanese government yesterday announced sweeping reforms to investment rules governing pension funds, giving more access to foreign fund managers and opening the way for more Japanese investment abroad.

It also announced a further relaxation of controls on foreign exchange trading, including an easing of restrictions on the foreign currency deposits held abroad by Japanese residents.

Mr Eisuke Sakakibara, director-general of the finance ministry's international finance bureau, said he expected the changes to have a big impact on global financial markets. "The consequence of the deregulation measures is that they will help correct the yen's appreciation," he said.

Financial markets reacted favourably to the reforms, which also gave Japanese pension funds more freedom to invest in domestic equities. The Nikkei average of 225 leading stocks closed above the 21,000 level for the first time in more than 19 months, up 174.81 points at 21,118.30. The dollar closed in London at ¥106.845, compared with ¥106.025 a day earlier.

The Ministry of Health and

Welfare said that, from the beginning of April, investment advisory companies including foreign asset managers, will be permitted to manage up to half of the assets of private sector employee pension funds, worth a total of ¥38,000bn (\$358bn). Investment advisers' access is currently

restricted to just a third of those funds. From March 1999, the restrictions will be lifted completely.

In the past few years, foreign fund managers have secured far higher returns than the leading Japanese investors, and the change is likely to encourage

pension funds to entrust more money to foreigners.

In addition, trust banks, the largest domestic operators of pension funds, will no longer have to invest at least half their funds in government bonds or other safe assets. Trust banks have been restricted to holding at least 50 per cent of funds in safe investments - a maximum of 30 per cent in equities and foreign-currency denominated assets, and 20 per cent in property.

The change may persuade more trust banks to invest in foreign securities and domestic equities, though many of them are against taking such risks.

The reforms have been prompted by the desire for a weaker yen to assist exporters,

and the need to improve the condition of the country's pension funds. Japan's ageing population will be a growing burden on pension funds into the next century.

The finance ministry lifted several restrictions on foreign exchange, allowing yen-denominated interest rate swaps between securities houses and non-resident investors, and a blanket approval system for settlements in foreign currency between domestic companies.

Other changes included an easing of regulations governing Japanese residents' foreign currency deposits overseas and dropping some restrictions on "two-step loans", by which Japanese banks lend to institutions overseas through subsidiaries.

## Chancellor seeks support for growth plan ■ 10.8% of labour force without work



## Kohl urges pay restraint after record jobless rate

By Peter Norman in Bonn

Mr Helmut Kohl, the German chancellor, yesterday appealed for wage restraint by unions and urged the opposition to support government plans to boost growth and jobs after a sharper than expected rise in unemployment.

Severe winter weather played havoc with the building industry and was the main cause of a 368,300 increase in non-seasonally adjusted unemployment last month that left a record 4.18m people - 10.8 per cent of the labour force - without work at the end of January, against 9.9 per cent the month before.

The Federal Labour Office also reported a substantial 59,000 increase in underlying, seasonally adjusted unemployment to 3.85m last month. On this measure, the German unemployment rate rose to 10 per cent from 9.9 per cent in December.

Mr Bernhard Jagoda, head of the labour office, warned Germany's jobless total could increase further this month and that an improvement was expected only in March. January's headline unemployment figure was higher than forecast and 308,942 above the January 1995 level. But it was compatible with last month's Bonn government projections that average unemployment would rise by 280,000 to just under 3.5m this year, Mr Jagoda said.

Addressing the Bundestag, the lower house of parliament, Mr

Kohl called on all groups, including unions, employers, federal, state and local governments and the opposition to turn into reality the trade union idea of an "alliance for jobs" in which modest wage rises would be rewarded by increased employment.

He underlined the importance of union restraint in forthcoming wage negotiations and appealed to the opposition and unions to co-operate with the government's 50-point programme for jobs and growth announced last month.

The chancellor rejected radical policies such as those implemented in the 1980s by Mrs (now Lady) Margaret Thatcher, when UK prime minister. "I never thought Mrs Thatcher's example was a desirable one for Germany where we have a completely different concept of social obligations," he said.

Mr Oskar Lafontaine, the opposition Social Democrat leader, welcomed the conciliatory tone of Mr Kohl's remarks. But he sharply criticised the government's plans - which include lower business taxes, deregulation and proposals to trim welfare to cut non-wage labour costs - as unsuitable and inadequate for solving the jobs crisis.

Record unemployment in January had been widely expected and had no perceptible effect on financial markets.

Other figures from the Federal Statistics Office showed businesses continued to prosper on world markets. Germany's visible trade surplus increased to DM10.5bn (\$7.2bn) in November 1995 from DM8.5bn in October and DM7.1bn in November 1994.

This was sufficient to produce a DM700m current account balance of payments surplus in November against a deficit of DM4.1bn in October and DM700m in November the previous year.

Last month's unemployment figures continued to show a deep divide between western Germany and the former communist eastern states. On a seasonally adjusted basis, unemployment in eastern Germany rose 42,000 last month compared with 17,000 in the west. Headline unemployment in the east rose 144,000 to 1.26m, or 16.8 per cent of the labour force, from 14.9 per cent the month before.

## Eurotunnel may ask French court to name debt mediator

By William Lewis and Geoff Dyer in London

The board of Eurotunnel will today decide whether it should ask a French court to appoint a mediator to help solve its financial crisis.

If they decide to go ahead, the mediator is likely to hold talks with Eurotunnel, its banks and the French and UK governments. Negotiations have so far been carried out directly between the company and its banks.

The crucial board meeting comes as Eurotunnel's six main banks with loans outstanding to Eurotunnel that the court appointment could be used by the company as a weapon in the on-going negotiations on refinancing.

The appointment of a mediator, known as a *mandataire ad hoc*, is the first stage of pre-insolvency proceedings under French bankruptcy law.

Legal experts say that even if the mediator and then a second

court appointed conciliator failed to find a solution, insolvency proceedings would not automatically follow. However the French *redressement judiciaire*, a court-based reorganisation procedure, would be the only barrier between the company and liquidation.

Some UK-based banks in the syndicate said they are concerned about the French court move and are considering

whether they could block it.

There are also differences of opinion on the Eurotunnel board itself regarding the move.

Eurotunnel has been in talks with its banks about a refinancing since it suspended interest payments on £8bn (£13.5bn) of debt in September.

The debt standstill arrangement can run for up to 18 months but after March 14 a vote supported by banks representing 65 per cent of the total loans could bring it to an end.

Eurotunnel's banks insist the French court appointment would not stop them from being able to end the standstill. They have been warned by lawyers that Eurotunnel could use the appointment of a mediator to press the banks into a settlement.

The warning, in a letter from the agent banks, states: "Directors could use it [the appointment] as a means of putting pressure on lenders."

The letter attempts to allay concerns about the court appointment. "[The appointment] does not require immediate action," it says. It was "an informal procedure" to help companies sort out problems with their creditors. There was "no freezing effect on the rights of creditors".

Leading banks involved in the negotiations said yesterday they had been informed about the possibility of appointing a mediator in December. They said Eurotunnel attempted to use the prospect to get an outline plan approved by the end of January. However the banks had ignored the threat.

## A Degree of Excellence

Oxford is looking for the best. Looking for the students who - like us - want to leave their mark on business.

If you share these aspirations we invite you to join the University of Oxford's new MBA programme today.

An advanced one-year programme, the new Oxford MBA will be:

- **International** - using the resources of the University as a whole to identify economic, political and technological processes of change which will shape organizations in the next century
- **Integrated** - drawing on the practical and academic excellence of the University's business school to show how management functions work together in the business world
- **Individual** - using the Oxford tutorial system to equip students with the personal and practical skills they will need throughout their careers

Let the new Oxford MBA help you realise your ambitions.



Call us on +44 (0) 1865 228477 or complete the coupon below.

Please send me the University of Oxford MBA Brochure and Application Details. (Block capitals please.)

Name (Mr/Ms) \_\_\_\_\_

Address \_\_\_\_\_

Country \_\_\_\_\_ Postcode \_\_\_\_\_

Telephone \_\_\_\_\_

Please send your completed coupon by post or fax to:

The MBA Secretary, School of Management Studies, University of Oxford, Radcliffe Infirmary, Woodstock Road, Oxford, OX2 6HE, United Kingdom. Tel: +44 (0) 1865 228477 Fax: +44 (0) 1865 228471 Email: enquiries@ohm.ox.ac.uk



## NEWS: EUROPE

## US polices Aegean 'while EU sleeps'

Flare-up reaffirms Washington as strategic player, write Lionel Barber and Bruce Clark

Only weeks after bringing a peace of sorts to Bosnia, the US and its allies face a new challenge in the region - a sharp flare-up in tension between Greece and Turkey, the supposed bastions of NATO in the eastern Mediterranean, over the islets of Imia.

While the crisis contains the seeds of disaster for the western world as a whole, it has reaffirmed Washington's role as the main strategic player in the Balkans and shown up the weakness of European institutions.

Mr Richard Holbrooke, the outgoing assistant secretary of state who brokered the Bosnian accord, denounced his allies' performance with typical bluntness.

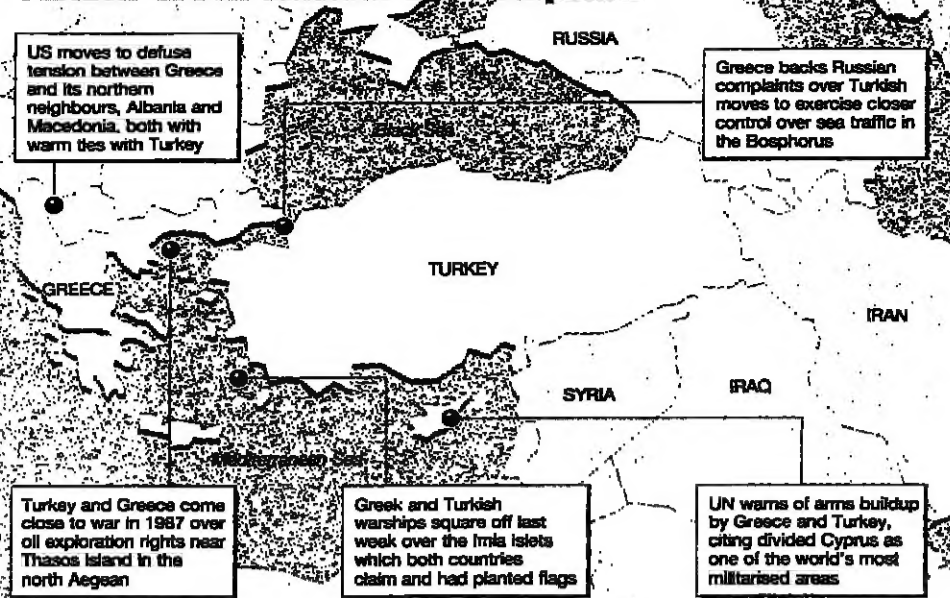
"While President [Bill] Clinton was on a whole, it has reaffirmed Washington's role as the main strategic player in the Balkans and shown up the weakness of European institutions."

Mr Clinton, Mr Holbrooke and the national security adviser, Mr Anthony Lake, were the key figures in defusing a stand-off which was described by one US analyst, Mr Ian Lesser, as "the nearest Greece and Turkey have come to war since the 1970s".

European diplomats call the charge of "sleeping through the night" unfair.

But the drifting in European foreign policy is real enough. The impression of weakness is reinforced by the domestic unpopularity of governments in Spain, the UK and even

## Turkish-Greek tension: the flashpoints



France - and the fact that Italy, current holder of the EU presidency, is virtually without a government.

At the most recent EU foreign ministers' meeting, the looming Aegean crisis was not even discussed.

The European Commission remained silent on the dispute until yesterday, when it expressed "full solidarity" with Greece as an EU member - and deep concern over the stability of the area.

EU diplomats counter US criticism by pointing to the EU's central role in the implementation of non-military

aspects of the Bosnian accords. Mr Carl Bildt, the man in charge of this effort, is so far being funded by the EU alone.

The EU will seek to strengthen its common foreign and security policy (CFSP) at its inter-governmental conference this year. But, as Ambassador Stuart Eizenstat, outgoing US ambassador to the EU, said in a farewell speech in Brussels yesterday, "An effective foreign policy, even in the post-cold war era, still requires the ability to project a credible threat of military power."

Bosnia had shown that "peace would not come until NATO projected its military power in a convincing and sustainable way".

He cited a broader problem: "Key member states do not yet wish to relinquish their prerogatives in foreign policy in favour of a common approach. Until this change of mind-set has occurred, the CFSP will be always less than the Maas-tricht treaty promised."

The floundering of European policy, and the reassertion of US influence, is evident in several interrelated problems plaguing the southern Balkans. Washington has played the

key role in reducing tension between Greece and its neighbours, Albania and Macedonia - both countries where the US military has a strong presence.

US strategists view the close ties Washington has established with all countries in the southern Balkans as a function of its overwhelming commitment to Turkey.

Mr Holbrooke told Congress last year that Turkey "is now at the crossroads of every issue of importance to the US on the Eurasian continent". He cited NATO, the Balkans, the Aegean, sanctions against Iraq, Russia's role in the ex-Soviet republics, peace in the Middle East, and transit for central Asian energy.

As the strongest backers, within NATO, of the Bosnian government, US and Turkish officials have often found themselves in one corner of debates over ex-Yugoslavia, and much of western Europe on the other.

The warmth of US-Turkish military relations has been highlighted by Mr Clinton's insistence that Turkey be the first US ally to receive an advanced ground-to-ground missile known as ATACMS.

"More than any other NATO ally, Turkey needs to improve its defensive capabilities" in order to "deter and if necessary combat... a very real missile threat" from Syria, Iran and Iraq, he told a senator who had queried the sale.

Washington's commitment to Turkey has made US officials hyper-sensitive to any European behaviour that offends Ankara. The US put

enormous diplomatic effort into ensuring the approval by the European Parliament of a Turkey-EU customs accord.

Turkey's critics on the European left broadened their attack this week to include Turkey's behaviour in the Aegean. The Socialist group in the European Parliament condemned Turkey for "provocations against an EU member".

Greece and Turkey are already putting pressure on all their partners to clarify their position over disputes in the Aegean over air, sea and seabed rights.

Turkey wants negotiations without prejudice on as broad a range of topics as possible. Athens, for its part, wants its partners to state formally that international law should be the basis of any arrangements in the Aegean.

The US State Department dismayed Greece by refusing to pronounce on the status of Imia and other uninhabited islets in the Aegean - but then drew a cautious Greek welcome by airing the idea of legal arbitration.

Sir Nicholas Bonsor, Britain's foreign office minister, resisted pressure from opposition Labour MPs to denounce Turkey and insisted the question of sovereignty over the "ridiculously small island" of Imia had not been resolved.

France and Italy were more sympathetic to Greece. But at the height of the crisis, only one leading European country was unequivocal in backing the Greek stress on international law: Russia.

## EUROPEAN NEWS DIGEST

## Strike called off at Sabena

Staff of the Belgian airline Sabena last night called off their three-day-old strike amid hopes that unions and management will resume talks. "Tomorrow work will be resumed again," said union spokesman Michel Boels on television. The company, too, confirmed the strike had ended, adding that many employees did not agree with the union-led strike and had signed petitions to go back to work.

The bitter dispute between management and unions erupted after Sabena - which had a BFR1.2bn (\$39m) consolidated net loss in 1994 - scrapped several collective wage agreements last year as part of a plan to make it profitable again.

The scrapping of the agreements and plans to freeze wages, raise working hours and bring in more staff flexibility had already sparked a series of one-day strikes late last year. Sabena estimates the daily cost of the strikes at BFR150m (\$55m) and, together with the strikes last year, it says it has lost BFR1bn in revenue.

Swissair, which owns 49.5 per cent of the company, warned unions at its troubled Belgian partner earlier yesterday that their strike would lead to further savings measures and job cuts. It said it was worried that "the worsening image of Sabena is beginning to reflect on the whole group - Swissair included."

Agencies, Brussels

## Léotard challenge to lead UDF

The former French defence minister, Mr François Léotard, yesterday declared his candidature for the presidency of the UDF, the centre-right political coalition. The long-expected announcement ensures a contested election to head the group, which is influential in the national assembly as part of the governing coalition with the RPR Gaullist party.

Mr Léotard, who leads the Republican party, will compete for the job against Mr Alain Madelin, the Republican's deputy head, in a vote next month. Both have called for substantial change in the coalition, which has been presided over since its foundation by Mr Valéry Giscard d'Estaing, the former French president, who will announce in mid-March whether he will stand, or whom he will choose in his place.

Mr Madelin, an economic liberal sacked as finance minister last autumn by Mr Alain Juppé, the prime minister, has said he wants to turn the UDF into a real "force for change". Mr Léotard, under judicial investigation in connection with political funding allegations, said yesterday he wanted it to reflect "the real republican and social values that our country needs".

Andrew Jack, Paris

## Polish petrochemical plant move

The Polish government is ready to consider extending treasury guarantees and other financial support to help build a new petrochemical plant costing more than \$1bn at Blachownia in the south. Mr Klemens Sierak, industry minister, said yesterday. However, the state would not back construction of 6m tonnes of new oil refining capacity there, given significant spare capacity elsewhere in Europe. The project to build the plant, which would produce 200,000 tonnes of polyethylene and 150,000 tonnes of propylene, is currently backed by a consortium of local state-owned and private companies.

The government is also pressing ahead with establishing Polska Nafta, a state-owned holding company, which will own the country's two refineries at Plock and in Gdansk; 51 per cent of Ciech, an oil and petrochemicals foreign trader; and a minority share in the national petrol retailer CPN.

Setting it up by the end of the month is the first step in next year's sell-off to strategic investors of minority stakes in the two refineries.

The resulting revenues of more than \$1bn would be spent on completing the modernisation of the two refineries, which have a capacity of 16m tonnes. The two plants have an investment programme of \$1.5bn.

Christopher Bobinski, Warsaw

## France plans petrol changes

The French government yesterday announced new environmental measures designed to force the country's petroleum companies to include organic elements in their products by the year 2000. The move, which follows similar initiatives in the US and Scandinavia, is partly in response to growing concern about rising urban traffic pollution. However, it also appeals to the agricultural sector, and was unveiled by Mr Alain Juppé, prime minister, at the start of a conference between ministers and farming representatives - the first in eight years.

Under the new requirements being developed by Ms Corinne Lepage, environment minister, petrol will be required to contain organic products such as those derived from rape seed as a substitute for benzene, a known carcinogen, for boosting the octane rating. The petroleum sector reacted angrily. Elf said they were not the way to meet urban pollution concerns. Tax incentives to encourage the use of diesel rather than petrol would be more effective. Ms Lepage said broader measures to reduce air pollution should be drawn up by early March.

Andrew Jack

## Big loan for Russian shipping

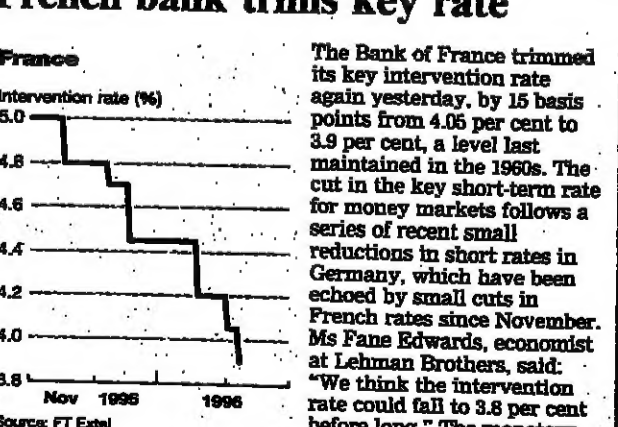
Russia's largest tanker operator, Novorossiysk Shipping, has obtained a \$225m syndicated loan from the European Bank for Reconstruction and Development, ABB AMRO Bank and MeesPierson NV to help finance 11 new ships from Croatian shipyards. The ships, all 40,000 dwt product tankers, are due for delivery this year.

Novoship, which operates more than 90 vessels on mainly international trades, is the first private Russian shipowner to seek funds on this scale without a state guarantee. The loan was "substantially" oversubscribed, but not increased from the original amount. The EBRD provided \$60m, with 12 other banks subscribing the rest, which was underwritten by the two Dutch banks.

Anthony Robinson, London

## ECONOMIC WATCH

## French bank trims key rate



The Bank of France trimmed its key intervention rate again yesterday, by 15 basis points from 4.05 per cent to 3.9 per cent, a level last maintained in the 1960s. The cut in the key short-term rate for money markets follows a series of recent small reductions in short rates in Germany, which have been echoed by small cuts in French rates since November. Ms Fane Edwards, economist at Lehman Brothers, said: "We think the intervention rate could fall to 3.8 per cent before long." The monetary authorities hope these small reductions will succeed in stimulating the economy, which has slowed markedly, without triggering a slide in the franc. The D-Mark. Nevertheless, economists disagree over whether these latest reductions will do much to boost consumer spending and investment - particularly sluggish this year. A survey of consumer confidence by the national statistics body yesterday showed sentiment rebounding slightly in January, after dropping sharply in strike-hit December. However, it remains weak.

■ EU unemployment swelled to 10.9 per cent in December, up from 10.7 per cent in November.  
■ Denmark's current account showed a DKr4.3bn (\$750m) deficit in November, against a revised DKr100m in October.

## Hungary clears large hurdle to OECD entry

By Gillian Tett in Paris

Hungary appears set to join the Organisation for Economic Co-operation and Development this spring, after the last significant hurdle for entry was cleared this week.

The republic has now received formal approval from the OECD committee which monitors progress in liberalising countries' investment and financial regimes.

This paves the way for Hungary to become the 27th member of the OECD, which acts as a free market think tank for the world's leading industrialised nations.

The last member to join was the Czech republic, which became the first former Communist entrant at the end of last year. The republic is due to receive further recognition with a visit by Mr Jean Claude Paye, OECD secretary general, next week.

Membership of the OECD does not trigger any concrete financial aid, since this organisation essentially acts as a meeting point and research group.

However, entry into the group is widely seen in Eastern Europe as a sign of recognition of the countries' pro-market reforms - as well as a reflection of the growing status of the region in Europe.

Consequently, the Czech republic's recent entry has

fuelled Hungarian determination to join the organisation - not least Hungary considers itself to have as much claim as the Czech republic to be at the forefront of reforms in Eastern Europe.

Hungary initially applied to join the OECD slightly ahead of the Czech republic. However, in recent years the Czech republic has made faster progress in meeting the OECD's demands for a fully liberalised investment and financial regime.

Poland, which has also indicated interest in joining the OECD, failed to receive the necessary approval from the committees this week.

However, the committee said that it was "encouraged" by some of the reforms that Poland had recently introduced and planned to review its applications again soon. It is widely expected that Poland will join the OECD later this year.

The Slovak republic has also applied for membership, together with South Korea. The OECD is particularly keen that South Korea should become a member, in order to rebuff accusations that the organisation is excessively biased towards Europe.

But although Korea has indicated that it hopes to join by the end of the year, negotiations with the OECD remain slow.

## Tension grows over Sarajevo's arrest of war crimes suspects

## Bosnian Serbs cut Nato ties

By Paul Wood in Belgrade

The Bosnian Serb army yesterday announced that it was severing all relations with the Nato-led peace implementation force (Ifor) while Serb soldiers continued to be held by the Sarajevo authorities on suspicion of war crimes.

The order was given by the army commander, General Ratko Mladic, who said contacts with the Muslim-Groat federation, both "official and unofficial", would be henceforth banned, as would travel by Bosnian Serbs to federation territory.

Investigators from the International War Crimes Tribunal in The Hague arrived in Sarajevo yesterday to interview the two most senior soldiers among those being detained, General Djordje Djukic and Colonel Aleksa Karsmanovic.

Bosnian government officials said they would be handed to Ifor for extradition to be arranged if the tribunal laid charges.

Gen Mladic had earlier hinted that contacts with Ifor were at risk. He is a close friend of Gen Djukic and was said to be incensed at his arrest. He may also have been further influenced by the fact that he himself has been indicted for war crimes.

Diplomatic sources said the Serbs had been looking for an excuse to abandon the cycle of meetings on implementing the Dayton peace accord as they had been unsuccessful in trying to delay the handover of their suburbs in Sarajevo to



Richard Goldstone, chief prosecutor of the International War Crimes Tribunal, speaking in Vienna yesterday. He said Bosnian Serb claims that the Sarajevo government had acted against the Dayton peace accords by arresting two senior Serb officers were "completely without justification".

the federation. The arrest of the Serb soldiers was seen as an ideal opportunity.

The Bosnian Serb deputy leader, Mr Nikola Koljevic, condemned the arrests as illegal, adding: "The Dayton agreement is not dead yet. It is still kicking but needs infusion and transfusion."

Although Ifor has opened up roads in Bosnia, it needs Bosnian Serb co-operation to monitor the ceasefire line properly. Ifor is seeking this co-opera-

tion while helping with the process of bringing to justice suspected war criminals, mainly on the Serb side.

Elsewhere in Bosnia, Mr Hans Koschnick, the European Union administrator in Mostar, hinted that he might not be able to continue his mission, saying that as a German he could not run a divided city. He was speaking after hundreds of Croats rioted on Wednesday over his plan to reorganise the city with a cen-

tral administration, which the Croats claim will be dominated by Muslims. Mostar was the scene of bitter fighting between the two groups in 1993 and has been run by the European Union since 1994.

Diplomats said the riots were heavily influenced by criminal gangs who fear losing influence. President Franjo Tudjman of Croatia is reported to be preparing to send 100 extra policemen to Mostar to break up the gangs.

## Maccanico holds new talks

Italy's premier designate, Mr Antonio Maccanico, yesterday began a second round of consultations with centre-left and rightwing leaders in an attempt to form the country's 56th post-war government, writes Robert Graham in Rome.

Mr Maccanico wants to establish which specific proposals for constitutional reform the parties will support. Although Mr Maccanico continues to exude a quite optimism, he has refused to be pinned down on a timetable for forming a government.

Until now the parties have refused to go into any detail on their two-week-old pledge to introduce a "semi-presidential system modelled on France but adapted to Italy's needs". But yesterday the centre-left alliance, dominated by the Party of the Democratic Left (PDS), spelled out the main lines of its proposals.

This was accompanied by a newspaper article signed by Mr Massimo D'Alema, the PDS leader, in which he underlined the seriousness of his commitment to achieve a proper reform programme.

In the same article he also made a point of praising the seriousness of Mr Silvio Berlusconi, the former premier and leader of the rightwing alliance, who has been his main interlocutor.

However, Mr D'Alema made

a strong attack on Mr Gianfranco Fini, the leader of the rightist National Alliance (AN) and the principal ally of Mr Berlusconi.

He accused Mr Fini of deliberately trying to sabotage the formation of the government and threatened that if his obstructionism continued there would be no alternative but to go for early elections.

Mr Fini appears to be adopting a tough line insisting on a directly-elected head of state with strong new executive powers because he is unafraid of going to the polls.

He also senses that both Mr D'Alema and Mr Berlusconi have staked so much on reaching an agreement and making certain the Maccanico government succeeds that they are vulnerable to his pressure.

The main difficulty in forging an agreement is less the precise positions on constitutional reform than how these will be negotiated, and the role of the government in their formulation. Mr Fini insists the government must be neutral. Mr D'Alema argues that the government must have authority to act that is independent of the parties, while still admitting the politicians will enjoy a power of veto.

As a compromise Mr Maccanico has suggested that he have two deputy premiers, drawn from each alliance.

However, this idea had been complicated by the refusal of Mr Romano Prodi, leader of the centre-left alliance, to accept such a post. Mr Prodi remains critical of the decision to form a government backed by parties with such diverse ideologies and histories. The same sort of problems remain in drawing up the full cabinet, with each party wishing to have a say the choices.

The proposals put forward by the centre-left for constitutional reform centred round the following main elements:

- direct election of the head of state with two rounds of voting;
- the president nominates the prime minister but the government must have the confidence of parliament (requiring that the parliamentary majority chooses the premier);
- parliament to be elected on a majority system with two rounds of voting;
- the tenure of the president and the life of parliament should not be contemporaneous nor the dates for their elections.

## French setback on corruption

By Andrew Jack in Paris

Proposals to modify one of the most important legal weapons in France's fight against corporate corruption appeared to have been crushed yesterday.

Political support has collapsed for a controversial reform of *abus de biens sociaux*, the misuse of corporate property, which is one of the most frequent charges brought by French investigators examining allegations of corruption.

Critics of the existing law argue that judges were interpreting it far too broadly, allowing them to launch "fishing expeditions" to unearth a wider range of illegal activities in the link between business and politics.

The RPR Gaullist party majority group in the national assembly resolved earlier this week not to proceed with plans to call for the introduction of a new bill on the subject, despite the fact that the recommendations came from one of its leading members.

Separately, the justice ministry said it had no plans to incorporate a reform of the law

into a broader series of revisions to the legal system it is currently preparing.

Mr Pierre Mazeaud, a Gaullist deputy and chairman of the parliamentary law commission, had proposed changes which would limit the time after which *abus de biens sociaux* could be prosecuted to six years after the act took place.

This proposal had been strongly resisted by opposition politicians, who argued that it would lead to an amnesty for corrupt business executives. At the same time, magistrates had protested that it would reduce their investigative powers.

Even the parliamentary secretary of Mr Mazeaud's law commission turned against the proposals, arguing that an official circular from the justice ministry to appeal court judges was sufficient to curb any abuses of the law.

Mr Mazeaud's proposals were also criticised by business groups, which argued that they did not go far enough in restricting the conditions under which prosecutions could be brought.

مكتبة الناصح





Spain's opposition Popular party leader José María Aznar (left) in Brussels yesterday with Wilfried Martens, president of the Christian Democrat bloc in the European Parliament

## Emu debate invades Spain's electioneering

By Tom Burns in Madrid

The debate on economic and monetary union has arrived in Spain with a vengeance and shattered the perception that Madrid, which ushered in the adoption of the Euro at December's EU summit, was unanimously in favour of a single currency.

In recent days a discernible domestic lobby of business, political and economic heavyweights has emerged to argue forcefully that the risks of Spanish membership of Emu are greater than any potential benefits. They do not question Maastricht-inspired policies to lower budget deficits and inflation but they believe the domestic economy, with its high unemployment and unit labour costs, will be penalised if it is linked to the D-Mark in a fixed exchange rate.

The debate looks as if it will undermine the attempts of the governing Socialists and the opposition centre-right Popular party (PP), led by Mr José María Aznar, to keep Emu off the campaigning agenda for the general elections on March 8. The manifesto of both parties present the advantages of

Spain's Emu inclusion - as well as Spain's fitness to join a Euro hard core - as self-evident truths.

The polemic is particularly embarrassing for Mr Aznar's party, which is strongly favoured to win next month's elections and will be saddled with the responsibility of leading Spain into Emu. Some of the shriller voices in the anti-Euro chorus belong to those who are tipped to hold office in a centre-right government.

But the Emu-enthusiasm of the Socialist camp is also in peril. A former Socialist economy minister, Mr Miguel Boyer, one of the wise men who helped draw up the Delors report on Emu after he left the government in 1985, bluntly told a packed meeting of business leaders in Madrid on Wednesday night that the timetable to launch the Euro in 2002 was "an economic fiction that is clearly disguising hasty political undertakings".

Even if Spain were to meet the convergence criteria for Emu membership, Mr Boyer said, the cost of actually joining could be very high in terms of domestic growth and employment. The chief thrust

of Mr Boyer's argument was that Spain had first to complete structural reforms, particularly in the labour market, to increase competitiveness before it could afford to adopt the Euro and dispense with flexible exchange rates.

Very similar points were raised earlier this week when the Círculo de Empresarios, a grouping of company directors, published its annual report containing scathing criticisms of Emu. The Círculo appears to be swinging chief executives of big domestic businesses against the single currency.

Presenting the report, Mr Carlos Bustelo, head of the food processing company Oscar Mayer and a former industry minister in the 1970s, said: "We have had a sort of fixed exchange rate in the European monetary system and the consequences are all too obvious."

The governor of the Bank of Spain, Mr Luis Ángel Rojo, yesterday told rally Euro supporters, saying: "Can the future of Boris Yeltsin also be the future of Russia's high-technology base was being dangerously eroded and ordered his intelligence service chiefs to step up their espionage activities abroad to gather information useful for Russian industry."

## Russians consider policy to protect industry

By John Thornhill in Moscow

The Russian government will meet today to discuss industrial policy amid signs that leading ministers are intent on adopting a more interventionist approach to protect domestic producers.

Mr Yevgeny Yasin, the economics minister, is due to present a report on possible measures to assist Russian industry. Although Mr Yasin is widely seen as one of the government's last liberal reformers, he has also publicly outlined a more interventionist role for the Ministry of Economics, identifying and supporting strategic industries as Japan does.

The mood for a more interventionist economic policy clearly appears to be gaining ground within the government. Mr Oleg Soskovets, the first deputy prime minister, who is believed to have strengthened his influence in the government following the recent reshuffle, has sharply criticised the negative impact of the "western" economic reforms adopted over the past few years.

"Many mistakes were made which were brought about by

Russian troops and paramilitary police yesterday sealed off the central square in the Chachen capital, Grozny, where hundreds of pro-independence demonstrators were holding a rally for a fifth day, Reuters reports from Moscow.

The Interfax news agency said that a representative of the pro-Moscow Chachen administration told protesters to disperse. However, the agency said neither side had taken any action.

several leaders who directly transferred the practice of market relations in other countries on to Russian soil," Mr Soskovets told the Itar-Tass news agency this week. "It is necessary to change the orientation towards domestic producers."

At a meeting of the Security Council this week, President Boris Yeltsin also warned that Russia's high-technology base was being dangerously eroded and ordered his intelligence service chiefs to step up their espionage activities abroad to gather information useful for Russian industry.

Many Russian industrialists have complained about a lack of government support. Some have also criticised the strong rouble policy, which is one of the main pillars of the government's stabilisation programme, for sucking in imports and making it more difficult to export.

A group of Russia's leading oil companies warned yesterday that their investment plans would be jeopardised if the government did not improve the broader fiscal and business climate.

"In principle, the oil companies are prepared to increase the production of oil. But this requires the solution of one question: oil production must become profitable. It may happen that soon it will be more profitable to import oil into Russia using the terminals that were designed for its export," said Mr Leonid Fedun, vice-president of Lukoil, one of Russia's largest oil producers.

## Trans-Dnestr's rebel ethnic Russians show sign of compromise

# Progress in Moldova talks

By Matthew Kaminski in Kishinev, Moldova

Moldova and its separatist Trans-Dnestr region plan to revive their stalled peace process next month after an initial round of talks on Wednesday produced a breakthrough.

After repeatedly calling off scheduled negotiations over the past five months, Moldova and the ethnic-Russian leadership in Trans-Dnestr, the self-proclaimed Trans-Dnestr capital, surprised foreign mediators by agreeing a common external border.

If implemented, the agreement would allow Moldovan border and customs officials to police the breakaway regions' border with Ukraine.

Negotiations between the Moldovan and Trans-Dnestr leaders are scheduled for March 11 in Kishinev, the Moldovan capital. These high-level talks would formally restart a peace process abruptly halted in September.

Mr Mircea Snegur, the Moldovan president, yesterday said "invaluable progress" had been made to "reintegrate Trans-Dnestr into Moldova".



But in an interview, he acknowledged "we currently have radically different points of view". At Wednesday's talks in Tiraspol, the Kishinev government continued to refuse to allow Trans-Dnestr to receive a shipment of freshly printed currency, called the rouble, waiting in Germany. Moldova claims this will undermine its sovereignty. A separate currency is already in circulation in Trans-Dnestr. An uneasy ceasefire has held

in the majority of the region, a sliver of land in eastern Moldova, since Russia's 14th Army ended a brief armed conflict in 1992.

Although unrecognised abroad and rebuffed by the Russian government, the Trans-Dnestr leadership either maintains its claim for sovereignty or calls for a loose confederation with Moldova, which rejects those options. Mr Snegur said Moldova would never agree to a confederation. Trans-Dnestr can be "an autonomous territory or republic... (with) its own state symbols," he said, but it must agree to "a single constitution, a single army, single borders and a single currency".

Mr Igor Smirnov, the self-proclaimed president of Trans-Dnestr, leads a local government committed to central planning from the Soviet era which kept monthly inflation in the depressed industrialised region above 30 per cent late last year. His strongest support in Russia comes from nationalists in the Moscow parliament, to which Mr Smirnov appealed for help in an address last year. That speech widened the

break with Chisinau. Relations were further worsened in December when Tiraspol imposed higher tariffs on goods crossing the internal border with Moldova - an issue still left unresolved.

The Organisation for Co-operation and Security in Europe has worked closely with Russian and Ukrainian mediators to get both sides back to the negotiating table. Mr Michael Wygant, the OSCE representative in Moldova, warned that the forthcoming election in Russia might tempt Tiraspol to hold out for a nationalist president more sympathetic to Trans-Dnestr's cause than President Boris Yeltsin.

"I think the time frame (for a final agreement) might be more extended" than expected when the talks initially began, Mr Wygant said. In 1994, Russia agreed to withdraw its army from the region within three years, but the Russian parliament has not yet ratified the treaty with Moldova.

Few analysts expect the troops to move before Tiraspol and Kishinev are formally reconciled.



## WATER INDUSTRY ACT 1991 SECTIONS 13 AND 14 PROPOSALS BY THE DIRECTOR GENERAL OF WATER SERVICES FOR THE AMENDMENT OF THE CONDITIONS OF APPOINTMENT OF DŴR CYMRU CYFYNGEDIG (WELSH WATER LTD)

### The process

As a condition of its takeover of SWALEC plc, Welsh Water PLC has agreed to the modification of the conditions of appointment of its subsidiary, DŴr Cymru Cyfyngedig (DŴr Cymru), as a water and sewerage undertaker. Any representation about, or objection to, these proposals must be in writing and sent to the Director General of Water Services, Centre City Tower, 7 Hill Street, Birmingham B5 4UA (Fax 0121 625 1475) so as to be received by him not later than 17.00 hours on Friday 15 March 1996. Please quote reference LEG.

### EXPLANATION OF THE PROPOSALS AND THE REASONS FOR THEM

#### Maintenance of comparisons with other water and sewerage undertakers

The Director General of Water Services (the Director) believes that the modifications are necessary to enable him to gather information about the performance of DŴr Cymru's functions and the costs which it incurs. This is particularly important because DŴr Cymru intends to purchase, from an associated facilities management company, significant services which it now provides for itself. The modifications will therefore -

1. (a) prohibit payment to the facilities management company (FMCo) in respect of any charging year, of any amount on account of services received from FMCo which exceeds:
  - i) the price ascertained from market testing carried out by DŴr Cymru in accordance with arrangements previously approved by the Director and which have no prejudicial effect on the proper carrying out of the functions of DŴr Cymru; or
  - ii) if, in the opinion of the Director, market testing is not appropriate, then such proportion of the costs (including a reasonable return) actually incurred by FMCo as the Director agrees is appropriate; and
- (b) require DŴr Cymru to obtain from FMCo information required by the Director about FMCo's costs.

#### Ring-fencing of the assets of DŴr Cymru and its ability to act separately from Welsh Water PLC

At the same time, the Director wishes to ensure that DŴr Cymru's licensed business is ring-fenced from other activities of Welsh Water PLC. DŴr Cymru must not, whether through its involvement in those other group activities or by its dividend policy, put at risk its ability either to carry out its functions as a water and sewerage undertaker or to finance them. Further modifications will therefore -

2. prohibit the transfer of any asset from DŴr Cymru to FMCo except with the Director's consent and in compliance with his requirements concerning the valuation of the asset and its treatment in DŴr Cymru's accounts;
3. prohibit DŴr Cymru from either:
  - (a) giving any guarantee of any liability of any company within Welsh Water PLC's Group; or
  - (b) making to any such company any loan - without the Director's consent; and
4. require that DŴr Cymru's dividend policy will not, in the opinion of the Director, impair its ability to finance the proper carrying out of its functions.

The directors of DŴr Cymru are already required to certify annually to the Director that the company has adequate financial and management resources. Further modifications will require -

5. (a) DŴr Cymru to inform the Director as soon as its Board becomes aware of any circumstance which causes the Board to believe that its most recent annual certificate of the adequacy of its financial and management resources could not be repeated in the light of those circumstances;
- (b) that every annual certificate referred to in (a) shall be accompanied by a report prepared by DŴr Cymru's Auditors and addressed to the Director, stating whether they are aware of any inconsistencies between, on the one hand, that certificate and the statements submitted with it and, on the other hand, any information which they obtained during their work as DŴr Cymru's Auditors; and
- (c) that the directors record their opinion that all contracts entered into with any Associated Company include all necessary provisions and requirements concerning the standard of service to be provided to DŴr Cymru, to ensure that it is able to meet all its obligations as a water and sewerage undertaker.

Although DŴr Cymru is a member of Welsh Water PLC's Group, it has separate duties as the water and sewerage undertaker for its area. The Director considers it important that DŴr Cymru should, in carrying out those functions, behave as if they were substantially its sole business and it were a separate public limited company. Further modifications will require -

6. that DŴr Cymru shall, at all times, conduct the Appointed Business as if it were substantially DŴr Cymru's sole business and DŴr Cymru were a separate public limited company. In doing so, DŴr Cymru should have particular regard to the following:

- (a) the composition of DŴr Cymru's Board should be such that its directors, acting as such, act independently of Welsh Water PLC;
- (b) DŴr Cymru must ensure that each of its directors must disclose, to it and to the Director, conflicts between their duties to DŴr Cymru and other duties;
- (c) where potential conflicts exist between the interests of DŴr Cymru as a water and sewerage undertaker and those of other companies in Welsh Water PLC's Group, DŴr Cymru and its directors must ensure that, in acting as directors of DŴr Cymru, they have regard exclusively to the interests of DŴr Cymru as a water and a sewerage undertaker;
- (d) no director of DŴr Cymru should vote on any contract or any arrangement or any other proposal in which he has an interest by virtue of other directorships. This arrangement should be reflected in DŴr Cymru's Articles of Association;
- (e) DŴr Cymru should inform the Director without delay when:
  - i) a new director is appointed;
  - ii) the resignation or removal of a director takes effect; or
  - iii) any important change in the functions or executive responsibilities of a director occurs.

DŴr Cymru should notify the Director of the effective date of the change and, in the case of an appointment, whether the position is executive or non-executive and the nature of any specific function or responsibility; and

- (f) the dividend policy adopted by DŴr Cymru and the implications of proposal 4 (above).

#### The role of Welsh Water PLC as owner of DŴr Cymru

DŴr Cymru should have the active cooperation of its owner, Welsh Water PLC, in complying with the conditions of its Appointment and in the proper discharge of its functions as a water and sewerage undertaker. Further modifications will -

7. (a) require DŴr Cymru to obtain from Welsh Water PLC a legally-enforceable undertaking in DŴr Cymru's favour and in a form specified by the Director, that it will:
  - i) refrain from any action which would then be likely to cause DŴr Cymru to breach any of its obligations under the Water Industry Act 1991 or the conditions of its Appointment as a water and sewerage undertaker; and
  - ii) ensure that DŴr Cymru's Board contains two non-executive directors, who shall be persons of standing with relevant experience, including in particular an understanding of the interests of the customers of DŴr Cymru and how these can be respected and protected.
- (b) require the terms of that undertaking to apply to all other companies within Welsh Water PLC's Group;
- (c) require that the undertaking remain in force for so long as DŴr Cymru holds the Appointment and remains a member of Welsh Water PLC's Group; and
- (d) require the undertaking to be delivered to the Director not later than seven days after this amendment comes into force.

#### require DŴr Cymru to -

- (a) produce to the Director the original of the undertaking under 7 above and provide him with any certified copies which he requires; and
- (b) inform the Director immediately in writing, if it becomes aware that the undertaking has ceased to be legally-enforceable, or that there has been any breach of its terms.

**BADRUTT'S**  
**SKIING WEEKS**

SKIERS IN MARCH  
PALACE CANTHURGH DINNER  
INCLUDING DINNER AT THE CANTHURGH  
FULL MEMBERSHIP BY THE PALACE SKIING CLUB  
PRIVATE ICE LINA WITH PEB  
GLADY SKI PASS: FREE FOR THE FIRST TWO SKIERS  
FOLLOWING SKIERS: £100.00

SKIERS IN MARCH  
PALACE CANTHURGH DINNER  
INCLUDING DINNER AT THE CANTHURGH  
FULL MEMBERSHIP BY THE PALACE SKIING CLUB  
PRIVATE ICE LINA WITH PEB  
GLADY SKI PASS: FREE FOR THE FIRST TWO SKIERS  
FOLLOWING SKIERS: £100.00

**PALACE**  
100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200

**NOTICE OF REDEMPTION**  
**Nacional Financiera, S.N.C., Trust Division**  
as Trustee of the Nafin Finance Trust  
Guaranteed Floating Rate Notes Due 1997  
CUSIP No. 625719-AAS

NOTICE IS HEREBY GIVEN, pursuant to the Indenture dated as of December 15, 1992 under which the above described Notes were issued that Nacional Financiera, S.N.C., Trust Division, as Trustee of the Nafin Finance Trust will redeem on March 15, 1996, 36,384,642/100% of the Outstanding Principal Amount of the Notes, amounting to \$12,340,000.00 on a pro rata basis in accordance with their respective Outstanding Principal Amounts. The amount of principal to be paid with respect to each \$10,000 principal is \$617.00.

On March 15, 1996, there will become due and payable on each Note the above amount, together with interest accrued to March 15, 1996. On and after such date interest will cease to accrue on the Notes (or portion thereof so redeemed).

Payment of the redemption amount plus accrued interest on Senior Notes will be made upon presentation and surrender of the appropriate coupon to one of the Paying Agents listed below:

<b>Citibank, N.A.</b> 336 The Strand London, WC2R 1HS England	<b>Citibank (Luxembourg) S.A.</b> 16 Avenue Marie-Thérèse Grand Duché de Luxembourg
------------------------------------------------------------------------	-------------------------------------------------------------------------------------------

**Citibank, N.A., as Note Trustee**

February 9, 1996

This CUSIP number has been assigned by Standard & Poor's Corporation and is included solely for the convenience of the holders. Neither the Issuer nor the Note Trustee shall be responsible for the selection or use of the CUSIP number, nor is any representation made as to its correctness on the Notes or as indicated in this notice.

**NOTICE**

As of January 1, 1993, withholding of 31% of gross proceeds of any interest payment made within the United States may be required by the Internal Revenue Code of 1986, as amended by the Energy Policy Act of 1992, unless the Paying Agent has the correct taxpayer identification number (social security or employer identification number) or exemption certificate of the Payee. Please furnish a properly completed Form W-9 or exemption certificate or equivalent when presenting your securities.



## NEWS: WORLD TRADE

## Samsung may quit aircraft project

By Michael Skapinker  
in Singapore

The wrangle between China and South Korea over a proposal to build a 100-seat airliner deepened yesterday, raising the prospect that the Koreans may go their separate way.

China and South Korea have been at odds over where final assembly of the aircraft should take place. Yesterday, Singapore Technologies, which will be a minority partner in the project, said final assembly would take place in China.

Singapore Technologies said it had agreed to join Aviation Industries of China (Avic) as a partner in the Asian consortium, which might include other Asian partners. Under the agreement, Avic will be the largest shareholder. Singapore Technologies also said Avic would be the "lead member" of the programme. Earlier this week Japan said it would not participate in the project.

Aircraft industry executives believe Samsung, the Korean company, might now turn its attention to purchasing the Dutch aircraft maker Fokker.

Samsung is one of five companies believed to be talking to Fokker about buying some or all of its assets. Others are Bombardier of Canada, Aerospaciale of France and British Aerospace, although the latter two have made it clear they have no interest in buying all of Fokker's assets. The Taiwanese government is thought by some in the industry to be the fifth party talking to Fokker. Fokker was plunged into financial crisis last month when Daimler-Benz Aerospace of Germany, which has a majority stake in the Dutch company, said it would provide no further financial assistance.

Two western companies, Boeing of the US and Aero International Regional (AIR), a European venture, have submitted bids to help develop the Asian 100-seater. AIR is jointly owned by British Aerospace, Aerospaciale and Alenia of Italy. Fokker aid denied. Page 27

## Departing US ambassador attacks EU over preferential regional deals

# Brussels trade pacts 'corrosive'

By Lionel Barber and  
Caroline Southey in Brussels

US and European differences over world trade policy erupted yesterday after Mr Stuart Eizenstat, outgoing US ambassador to the EU, attacked the European Union for pursuing too many preferential deals and failing to support US market opening measures in Asia.

Mr Eizenstat urged the EU to resist signing more partial, preferential trade agreements with other regions in the world, arguing that it would

"corrode" the multilateral trading system.

Mr Eizenstat's attack drew a sharp response from the European Commission, where a spokesman retorted that the US had preferential trade agreements. "To suggest that [the Americans] do not exclude sensitive products is absurd. It sounds like the pot calling the kettle black."

The EU has signed a plethora of agreements with third countries which include the promise of a future free trade area, starting with central and eastern Europe in 1991 and

most recently extending into the Mediterranean. Other targeted areas include Mercosur, the Latin American trade bloc, Mexico and South Africa.

In his speech, Mr Eizenstat said he supported the "strategic" EU move to offer special arrangements to the former communist countries of eastern Europe after the collapse of the Soviet Union, though they failed to cover agriculture and other sensitive products such as steel and textiles, as required by world trade rules.

But he added: "If carried too

far this tendency would have a corrosive effect on the multilateral trading system. It must be resisted." Mr Eizenstat is due shortly to move back to Washington to assume the post of US undersecretary of commerce.

In his speech to the American Chamber of Commerce in Brussels, Mr Eizenstat also described as a "major disappointment" the fact that the Europeans had failed to support US efforts to open up markets in Asia, particularly China and Japan.

"We find ourselves out front,

alone, negotiating everything from intellectual property agreements with China to a set of sectoral agreements with Japan, extending them on a most-favoured nation basis to the rest of the world, and finding Europeans companies walking into the doors we open," said Mr Eizenstat.

But the Commission spokesman said: "We will continue to resist the Americans' go-it-alone tactics of opening their favoured markets, such as the car agreement with Japan. These are far more detrimental to world trade obligations."

## US ready to talk tough on Chinese piracy

Beijing is in no mood to buckle under to Washington's threats, writes Tony Walker

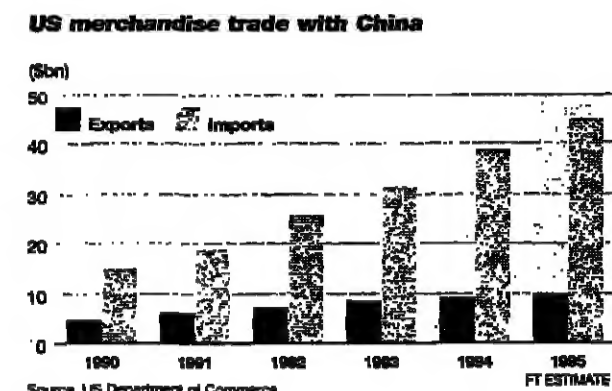
The verbal skirmishing preceding next week's review of a 12-month Sino-US accord to stamp out counterfeiting of entertainment and information products suggests the discussions are likely to prove more than usually difficult.

The two sides may be heading once more for a damaging sanctions row at an awkward moment in relations; the Taiwan issue is looming in the background and questions such as human rights are also threatening the relationship.

Mr Lee Sands, the assistant US trade representative who arrives in Beijing today, will try to persuade China to live up to its undertakings to eradicate intellectual property rights (IPR) abuses, or risk trade sanctions on more than \$1bn of imports to the US.

But it is not clear the Chinese will be receptive to such pressures in the prevailing frosty political atmosphere in Beijing, which is coloured by concerns over a leadership transition and amid signs of a more nationalistic stance over questions such as Taiwan.

"I've never known them in such a truculent mood," said a US businessman involved in negotiations with the Chinese military on commercial projects. "The grimmer attitude towards the outside world appears widespread among Chinese officials."



The US itself has been staking out a tough position on the critical review of progress on the IPR agreement. Mr Mickey Kantor, the US trade representative, said last month the US would enforce trade laws and take decisive action if China did not meet its obligations.

"We will not wait forever," he told the US-China Business Council. A senior US trade official yesterday made even tougher remarks to reporters in Hong Kong. "I will not give them any more time-tables, we're not interested in hearing promises, we're only interested in seeing action, only action at this point is going to make a difference," he said. The official said that with about two weeks to go until the first anniversary of the IPR agreement, industry

losses due to piracy were higher now than the \$866m estimated last year.

Chinese officials strongly rejected such criticism. "Any blame directed at China's protection of intellectual rights is based on ignorance of facts or exaggerations of negative factors and is really groundless," said Mr Duan Ruichun, head of the State Council working group on intellectual property rights.

Mr Duan said 4,200 inspections last year had netted 900,000 pirated compact discs and video tapes, 20m counterfeit laser discs, and more than 40,000 pieces of counterfeit computer software. However, Mr Kantor has painted a bleak assessment of a lack of progress in implementing last February's agree-

ment, in which China agreed to launch a six-month blitz against pirate factories, and to strengthen customs procedures to prevent export of pirated items.

"Thirty-four CD factories, with a production capacity of 90m discs a year, are exporting [pirated] sound recordings, motion pictures on CDs and high-value-added CD-ROMs," he observed.

"China's enforcement authorities have yet to target major manufacturers and distributors of pirated products... and China has not yet opened its markets to our creative industries."

The stage seems set, therefore, for sharp disagreement over both the piracy and market access issues. The fact US trade officials have eschewed a timetable for enforcement suggests they wish to avoid the friction that might accompany such a step.

But in an American presidential election year the administration will be under heavy pressure not to appear "soft on China". The IPR talks over the next week may mark the beginning of another rocky period in Sino-US relations.

Other vexed Sino-US trade issues, which may become prey to presidential politics, include the growing US trade deficit with China, which jumped in 1995 by 20-25 to about \$35bn. It is expected to increase by a

similar percentage this year to \$45bn-\$50bn, and on present trends surpass that with Japan in the next year or so.

Such a development would be certain to excite the closer attention of Congress, which would inevitably step up demands for Chinese implementation of market access agreements, including one signed in 1992.

Beijing says its trade surplus with the US is a fraction of that claimed by Washington. In 1994, it was \$7.4bn, according to Chinese customs statistics. China accuses the US of adding items re-exported through Hong Kong.

Mr Lee Sands will also be exerting pressure on Beijing over the recent announcement that the official Xinhua news agency would assume the task of "monitoring" the distribution of financial information provided by international wire services like Reuters and Dow Jones Teleterm.

In his US-China Business Council address Mr Kantor described this as a "disturbing development". He accused China of "taking steps inconsistent with transparency", and of "imposing discriminatory restrictions on our companies".

Mr Lee and his team will have much to discuss with their Chinese counterparts and much subject matter on which to disagree.

## WORLD TRADE NEWS DIGEST

## Tokyo resumes Burma credit

The Japanese government is to resume overseas investment insurance for Burma and extend guarantees to Mitsui to develop a \$20m industrial park near the capital, Rangoon. Insurance of this type had been suspended since 1988, when massive demonstrations against Burma's military dictatorship led to a violent crackdown. The industrial park, the first of its kind in the country, will be developed on 90 hectares of land owned by the Burmese government. Mitsui will take a 60 per cent stake in the project, which will be designed to appeal to foreign investors interested in locating labour-intensive industries in Burma. Overseas investment insurance from the Japanese government provides Japanese companies with guarantees against political upheaval and economic instability. Japanese investors say this insurance and still-suspended official export subsidy loans are crucial to boosting investment in Burma, which is carrying out limited economic reform. *Ted Bardacke, Bangkok*

## Vietnam opens fibre optic link

Vietnam yesterday opened its first international optical fibre telecommunications link to improve data communications. The work, carried out by French telecommunications company Alcatel and Fujitsu of Japan, allows Vietnam to more than double the number of simultaneous telephone calls to 22,000. Only 10 years ago, the country's only such links with the outside world consisted of nine telephone lines to Moscow. A consortium comprising Australia's Telstra Corporation, Cable & Wireless unit Hong Kong Telecom, the Communications Authority of Thailand, Vietnam Posts and Telecommunications and 30 other companies invested in a \$160m project to lay an undersea cable stretching from Vietnam to Thailand and Hong Kong. An existing satellite service installed by Telstra has handled all international traffic until now. *Jeremy Grant, Ho Chi Minh City*

## Asia power runs out of steam

The three partners in Asia Power, a Canadian consortium established to pursue the fast-growing Asian power generation market, have disbanded their joint venture. The consortium, which was formed in late 1993 with an initial capital of \$810m, was jointly owned by Ontario Hydro and Hydro-Quebec, two of North America's biggest electric utilities, and Montreal-based Power Corporation, the financial services and communications group controlled by Mr Paul Desmarais. Ontario Hydro International said yesterday that the market has undergone significant changes since Asia Power was formed, which presented different strategies for investment in the region. The partners agreed that Asia Power was no longer the best vehicle through which to participate in the market.

The decision was also influenced by the increasingly prominent role of local Asian companies in the formation of bidding groups for power-generation contracts. According to one Asia Power participant: "The dynamics have changed. It used to be that a multinational consortium would drive the process. You're now finding that is done by local consortiums."

*Bernard Simon, Toronto*

■ BASF said its chemicals unit launched a joint venture in China with Jilin Chemical Industrial Company. BASF will own 60 per cent of the new company, which will build a factory in northern China to produce 15,000 tonnes of neopentyl glycol each year. The product is used in the manufacture of a resin powder for lacquer for painting cars and external walls. *AFX, Frankfurt*

## NEWS: INTERNATIONAL

## Labour still benefiting from Rabin assassination sympathy, writes Julian Ozzane

# Israeli right teams up for 'peace election'

The leaders of two of Israel's main right-wing parties yesterday signed an election pact aimed at strengthening their chances in a poll which Mr Shimon Peres, the Labour prime minister, is reported to have told Mr Warren Christopher, the US secretary of state, on Wednesday, would be held on May 28.

Although the pact, agreed by Mr Benjamin Netanyahu of the Likud party and Mr Rafael Eitan of the ultra-nationalist Tsomet party, has come under fire inside Likud, it marks a recognition of the political reality facing the rightwing opposition in their uphill battle to defeat Mr Peres and his Labour-led coalition government.

Mr Peres and the Labour party have been riding a wave of public sympathy since the assassination of the former prime minister, Yitzhak Rabin, last November by a rightwing Jewish fanatic. A spate of recent polls shows Mr Peres leading Mr Netanyahu in the direct election for the prime minister by 10 to 20 points.

The dominant election issue will be the Middle East peace process launched by Mr Rabin and Mr Peres and the result of the election will determine the fate of efforts to end almost 30 years of Arab-Israeli conflict. A rightwing victory on a platform opposed to the peace accords signed with Palestinians would spell an end to the



Ultra-nationalist Eitan describes his Likud pact yesterday

process and throw Israel's economic and diplomatic normalisation drive with the rest of the world into jeopardy.

Although the peace camp has been strengthened by Mr Rabin's death the country is still evenly divided. The latest results of a monthly peace index published by Tel Aviv University yesterday showed support for the Israel-Palestine peace accord stood at 51 per cent in January, down from a high of 58 per cent immediately after Mr Rabin's assassination. The poll showed Mr Peres's lead eroding, with 46 per cent supporting him today compared with 35 per cent backing Mr Netanyahu.

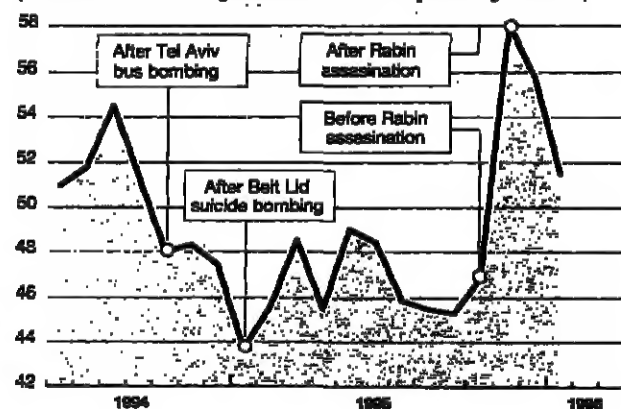
After Mr Rabin's assassination 54 per cent preferred Mr Peres and 24.5 per cent Mr Netanyahu. On the second main issue of the Arab-Israeli peace process, a withdrawal from the Golan Heights in return for peace with Syria, the rightwing opposition continues to have a clear majority.

The challenge for the rightwing is to come up with a convincing alternative to the government's policy. So far it has been content merely to oppose peace accords with Palestinians and talks with Syria.

Mr Netanyahu has been trying to persuade his party to accept a new policy to put

## Peace Index: support for the peace process

Tel Aviv University's index measuring Israeli support for the peace process since the Oslo agreement with the PLO (percentage in favour)



before Israel's 3.9m eligible voters. The policy would accept the peace accords as an irreversible mistake but pledge a rightwing government to give no more territorial concessions.

Mr Netanyahu says he would negotiate with representatives of the Palestinian Authority but not with Mr Yasir Arafat, president of the authority.

A rightwing government would rule out the possibility of the emergence of a Palestinian state and would tighten the military squeeze around the cantons of Palestinian self-rule in the West Bank. It would also refuse to discuss territorial concessions on the Golan

Heights with Syria.

Such a policy, if implemented, would bring the Middle East peace process to a halt and anger Arab states such as Jordan, Tunisia and Morocco which have established diplomatic ties with the Jewish state.

On the economic front the Labour party has an impressive record. Although privatisation has ground to a halt and inflation remains high, growth has averaged 7 per cent a year since 1992 and per capita income has risen from \$13,600 (\$23,180) in 1992 to an estimated \$15,600 in 1995.

However, as almost every Israeli politician accepts, eco-

nomics matters are unlikely to play much of an electoral role in a country overwhelmingly preoccupied with peace and security.

The security issue will be the biggest wild card in the election campaign. Israeli support for peace is directly linked to their sense of personal security. Whenever Palestinian Islamic militants opposed to peace carry out a bombing or an attack against Israelis, support for the peace process drops. The poll published yesterday showed 36 per cent felt their personal security had improved since the peace process, 30 per cent said it was unchanged and 31 per cent said it had worsened. This is a dramatic change in the Israeli mood towards a feeling of increased security but it could quickly change if Palestinian extremist groups carry out attacks during the campaign.

The elections will also be influenced by the emergence of new political forces. Russian immigrants, who backed Labour in 1992, plan to field a separate party. A breakaway Labour faction will also run on a platform against territorial concessions on the Golan Heights. Both these parties will take votes away from Labour.

On the right wing the Likud-Tsomet bloc will lose votes to a Likud breakaway party led by Mr David Levy, the former foreign minister.

Editorial comment, Page 23

## INTERNATIONAL NEWS DIGEST

## Mandela opens steel plant

South African President Nelson Mandela yesterday opened Columbus Stainless, one of the largest stainless steel plants in the world, and urged the industry to use its metal to create 100,000 jobs. Columbus plans to lift production of stainless steel to nearly 450,000 tonnes this year from 250,000 tonnes in 1995, after investing \$3.5bn-\$950m on a 32-month expansion project. The plant, in Mamelanga province east of Johannesburg, will reach peak production of 600,000 tonnes next year. Stainless steel produced from local iron ore, chrome and nickel could provide feedstock for a host of new factories making everything from pots, pans and cutlery to car components, construction materials and industrial tanks. But realising that potential would require close partnership between Columbus and local consumers, Mr Mandela said.

Columbus expects to sell only 15 per cent of its output locally by the time it reaches full production, with 85 per cent going for export. *Reuters, Middelburg*

## UN steps up Angola pressure

The United Nations Security Council yesterday renewed the UN peacekeeping force in Angola for only three months, in an attempt to exert pressure on the government and former UNITA rebels to implement a 1994 accord.

Mr Boutros Boutros Ghali, the UN secretary-general, had recommended another six-month extension for the 6,000-strong UN Angola Verification Mission (Unavem II), now the world body's biggest peacekeeping operation, costing close to \$1m a day. But the council, in a unanimous vote, renewed it only until May 8, in order to keep pressure on the parties, particularly UNITA.

It also asked the secretary-general for monthly reports, beginning on March 7, on progress in carrying out the November 1994 Lusaka Protocol, which ended nearly two decades of civil war. The vote was preceded by a debate during which participants focused on the failure of UNITA's leader, Mr Jonas Savimbi, to keep a pledge to assemble 16,500 of his 62,500 declared fighters in so-called quartering areas by yesterday prior to demobilisation or incorporation into a new army. *Reuters, New York. Editorial Comment, Page 23*

# Warlord rivalry topples Tajikistan's reformist prime minister

Gillian Tett reports on the disintegration of an artificial nation carved out by Stalin

Mr Jamshed Karimov, the prime minister of Tajikistan and architect of economic reform, resigned yesterday following several weeks of political turmoil.

His post was taken by Mr Yakhyo Azimov, a former factory director from the north of the country, who has hitherto had little involvement in politics.

Mr Karimov's departure is the latest twist in a saga that has baffled most outside observers - and left some Russian officials warning that another civil war might be looming in this mountainous republic of 5m people bordering Afghanistan.

The political scene in Tajikistan has been deeply fractured ever since a civil war erupted in 1992 between the former communist regime and a loose coalition of

opposition groups, some affiliated with a moderate Islamic cause.

After fighting left 50,000 people dead, the government of Mr Imomali Rakhmonov won the war, pushing the opposition south into Afghanistan.

Since then, the opposition has launched regular attacks, prompting the Russians to station up to 20,000 troops in the area in support of the government.

Their presence has prevented serious threats to the government but, in recent months, the government has been riven by conflicts inside the country, as various factions have struggled for control of resources.

The crisis which has led to Mr Karimov's departure, for example, started when two warlords seized control of two Tajik cities, including Tursun-Zade, which hosts a large aluminium plant. Aluminium, together with cotton, is the republic's main export.

Both claimed to support Mr Rakhmonov, and had fought in the army that brought him to power in 1992. However, they threatened to march on Dushanbe, the capital, unless most of Mr Rakhmonov's cabinet was sacked.

Their demands have been largely met: last Sunday the resignation was announced of Mr Mamaksayid Ubaidul-

layev, who had held the title of deputy prime minister, but in practice controlled part of Tajikistan's aluminium and cotton trade.

Now, with Mr Karimov's departure, the rebels have pledged loyalty to Mr Rakhmonov - and offered their services in the battle against the opposition.

But the political problems are far from over. In spite of United Nations-backed peace talks between the opposition and government the opposition fighters have - unsurprisingly - seized on the latest turmoil to launch a new invasion: according to Russian reports they now hold part of Tavil Dara, a strategically important

threshold in the eastern Tajikistan mountains.

Furthermore, the region remains riven with rivalries that defy easy political analysis.

Russian observers often describe these in terms of an ideological battle between Islamic fundamentalism and communism. In practice, though, the real issue is that Tajikistan barely exists as a nation at all.

When the republic was first carved out by Stalin in the 1920s it was as artificial as Africa. Although the Tajiks all spoke a Persian dialect, they were divided into different valley groups, with little sense of

national loyalty.

These rivalries remained during the Soviet period - not least because one valley dominated the communist regime. Then, when Tajikistan became independent they erupted into violence, under the guise of party politics.

Mr Rakhmonov's government has been formed out a tactical alliance of two main valley groups. But this is fragile, not least because factions are now battling for control of Tajikistan's aluminium and cotton industries - as well as its fast growing drugs trade.

And the tragedy is that with rivalries as deep seated as these, it will take more than the resignation of Mr Karimov to bring any long lasting peace to the country.



# Let's start with the facts.

When Macintosh® introduced itself in 1984, it did something no computer had ever done before.

It smiled and said, "Hello."

Friendly, intuitive and elegant, the Mac™ was the first computer that let you concentrate on what you wanted to get done. Not on how to get the computer to do it.

That idea changed the world.

Today, creating technology that anticipates the way people work has helped us achieve many new successes.

The kinds of successes we plan to build on.

Successes we think you should be hearing more about.

Particularly in light of the recent reports regarding the challenges facing our company.

## *Leadership in business, home and education.*

In 1995, Apple sold more personal computers to more people than ever before: 45 million. Right now, you'll find Macintosh computers in more homes around the world than any other computer.

Our leadership in education continues to grow, as evidenced by the fact that Apple now represents two-thirds of all computers in U.S. schools.

Macintosh is number one among college students, as well. In fact, 29 percent of those students who own a computer own an Apple®—11 percent more than our nearest competitor.

And Apple continues to define industry standards for the Internet, where over 20 percent of all Internet servers are Apple and over 40 percent of all Internet sites were created on the Mac.

Of course, we also continue to set the standard in markets like publishing, engineering, multimedia and film, video and music production—where over 63 percent of all digital authoring is done on a Macintosh.

## *A commitment to innovation in the information age.*

The introduction of our award-winning multimedia software—including QuickTime®, QuickTime VR, QuickTime Conferencing and QuickDraw™ 3D—further demonstrates our leadership in multimedia and virtual reality.

With the development of RISC-based computers, Apple continues to deliver the promise of the next generation of personal computing.

Macintosh is still the most compatible desktop computer in the world—the only personal computer, in fact, capable of running both MS-DOS and Windows applications in addition to running the thousands of Macintosh applications.

And Apple once again ranked number one for reliability and service, requiring less customer support than any other computer.

## *Changing the way people work, learn and play.*

It all helps explain why 56 million people are using over 23 million Macintosh personal computers to date.

Why we continue to maintain the highest repurchase rate in the industry.

And why Apple is still one of the most recognized and loved brands in the world.

It's because people share the vision.

That the power of computing should be available and accessible to everyone. That with the right tools, ordinary people can achieve the extraordinary. That changing the world is indeed possible.

The vision of empowering individuals has taken Apple a long way.

It's taken human beings even farther.

And together, we will go farther still.



Visit us on the Internet at <http://www.apple.com/appleforever>



## NEWS: THE AMERICAS

## Clinton signs bill easing debt default fear

By Jurek Martin in Washington

President Bill Clinton yesterday signed legislation removing the immediate threat of the US defaulting on its debt, while Mr Robert Rubin, the treasury secretary, urged Congress to accept that the debt and budget issues should be kept separate.

The bill, recently passed by Congress, allows the treasury to borrow \$29bn to meet social security payments due next month without it counting against the current \$4,900bn legal debt ceiling.

Mr Rubin, in testimony to the House banking committee, said: "It is

now time that comity replace conflict and the debate over the debt limit be drawn to a close." He detected "a common understanding" over the need to protect the creditworthiness of the US government.

Specifically, he called for a minimum one-year extension of the ceiling, which would lay the debt issue to rest "out beyond the November election".

Suggesting gently that the political winds had shifted against hardline Republicans, he said he was no longer hearing the argument that debt default was acceptable if it brought about a balanced federal budget.

Mr Rubin also went to some length to outline what he was not prepared to do in the way of extraordinary measures to pay government obligations on top of those already taken in the last three months. These have mostly consisted of temporarily underinvesting in civil service pension funds.

"I will not delay mailing tax refunds owed the American people," he said. "I will not sell the nation's gold. I cannot go beyond the \$80m in asset exchanges with the Federal Financing Bank [another government agency]."

The Republican leadership in Con-

gress has promised to give Mr Clinton a debt ceiling extension he can sign by the end of this month, although some rank and file members still want to attach conditions to the legislation.

However, on Wednesday night the Senate, having finally passed the farm bill, voted to join the House and go into legislative recess until February 26. Democrats objected, with Senator Carl Levin of Michigan saying: "We don't know if there will be an extension of the debt limit...which could cause major economic problems for us."

But some members, including com-

mittee chairmen, will remain in the capital making at least theoretically possible work - and negotiations - on both the debt ceiling and the budget.

The recess allows Senator Bob Dole, the majority leader, to devote his full time to his campaign for the Republican presidential nomination.

On Tuesday, Mr Dole had, ironically, scored political points in next week's Iowa caucuses by staying in Washington while his rival, Senator Phil Gramm, was campaigning in Louisiana, thus missing a vote against a filibuster against the farm bill.

## Menem closer to winning tax 'superpowers'

By David Pilling in San Miguel de Tucumán

President Carlos Menem of Argentina has moved a decisive step closer to winning discretionary powers to adjust tax and spending levels after deputies in the lower house of Congress voted in favour of the so-called "superpowers" bill.

Wednesday night's vote, which must now be ratified by the Senate, is an important victory for Mr Menem who has argued he needs such powers, which would last 12 months, to ensure fiscal equilibrium and deepen structural reforms.

The bill gives Mr Menem the right - without consulting Congress - to merge or scrap overlapping federal and provincial bodies in a rationalisation exercise expected to save several hundred million dollars. The administration has refused to say whether this assault on the bureaucratic structure, known as State Reform II, would involve job cuts. But leaks have indicated that up to 30,000 jobs may go.

On the tax side, Mr Menem would be able to modify the level of certain taxes, most significantly VAT, and scrap tax exemptions, such as those enjoyed by judges and congressmen. VAT could be extended to new items, such as transport and imported books.

Mr Domingo Cavallo, econ-

omy minister, has denied that the International Monetary Fund has made future lending contingent upon passage of the superpowers bill. However, the IMF mission in Buenos Aires is concerned about a possible fiscal shortfall in 1996, particularly given the failure of tax collection to meet ambitious government targets.

The Fund is also believed to oppose Mr Menem's stated intention to lower VAT from its emergency level of 21 per cent to 18 per cent from April. If the Senate ratifies Mr Menem's superpowers, he may renounce on that promise or impose other taxes to make up the difference.

Although the president's Peronist party has a majority in both houses, Peronist deputies had threatened to rebel, balking at the bill's sweeping powers. However, it may suit congressmen to wash their hands of tough decisions, making Mr Menem accountable if measures prove unpopular.

Markets have reacted positively to the initiative, viewing the arguably undemocratic concentration of presidential authority as less important than Argentina's commitment to fiscal austerity. Since Mr Menem launched the idea of superpowers late last year, the Buenos Aires stock market has rallied by about 40 per cent.

## Lustre fast disappears from Brazil gold find

Social problems and headaches over CVRD's privatisation are expected to follow, writes Angus Foster

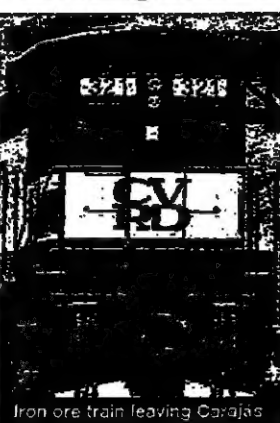
The 150-ton gold find announced last week by Brazil's mining giant Companhia Vale do Rio Doce may unearth equally weighty problems for communities in the region and for the government, which hopes to privatise CVRD this year.

For the town nearest the site, Curionópolis, the discovery could trigger an influx of wildcat miners, known as *garimpeiros*, and a string of social problems. For the government, the find will be used by critics to argue that CVRD, one of the world's biggest mining companies, is too strategically important to be privatised.

The gold has been identified in the eastern Amazon near CVRD's huge iron ore mine at Carajás. It is also only a couple of miles from Serra Pelada, an open mine which 80,000 *garimpeiros* turned into one of the century's biggest gold rushes in the 1980s.

The latest find only includes estimated gold down to a depth of 430m. In coming months, CVRD will prospect down to 1,500m. Even if no more metal is located, the find would still be Latin America's biggest gold mine, and one of the five or six largest in the world. It is expected to produce 10 tons a year, nearly 20 per cent of Brazil's present output, and would speed up CVRD's ambitions to

## Pursuing Brazil's mineral wealth



more than double annual gold production to 30 tons by the year 2000.

But for Mr João Chamon Neto, mayor of the municipal-

ity of Curionópolis, the announcement has already lost its lustre. "We've heard that small numbers of *garimpeiros* are already on their way and we're worried about what

Even if no more metal is located, the find would still be Latin America's biggest gold mine

Although the latest find looks bigger than Serra Pelada, its gold is much deeper and therefore not suitable for wildcat mining. Serra Pelada was mainly dug by hand and

started filling with water once the mine's depth reached 100m. "The new find is a deep reserve which can only be extracted industrially," says a CVRD spokesman.

But *garimpeiros* are still likely to head for the region, attracted by its almost mythical reputation for wealth. The few thousand still working Serra Pelada may also try to use the new discovery to flood the region with miners and pressure the government to re-open old disputes. They want compensation for a long-running row with a government bank, as well as help and equipment to mine Serra

Pelada commercially. Neither the government nor CVRD has been keen to help the miners, who are mainly displaced farm labourers and others unable to find work in Brazil's poor north.

A bigger problem for the government is the timing of the discovery. CVRD is due to be privatised towards the end of this year and the government's financial advisers, including Merrill Lynch and N.M. Rothschild, are studying how best to structure the sale, expected to be Latin America's biggest privatisation.

But many politicians, especially those in less developed states where CVRD operates, oppose privatisation because they fear losing influence over the company and its investment plans. In the past, projects such as its rail link from Carajás to the port at São Luís were approved by politicians for developmental as well as economic reasons. Some politicians fear that CVRD, when it is a privatised company, will pay attention only to economics.

After the gold discovery, critics are expected to argue that CVRD is in danger of being sold "too cheaply", because it owns mineral rights to large areas which have never been prospected and are therefore difficult to value. Critics say

Brazil's mineral wealth is too strategically important to be transferred to new owners if the price cannot be guaranteed.

"I admit it would be politically embarrassing if they discovered another 150 tons the day after privatisation," one government member says.

Officials working on the privatisation deny the latest discovery will cause any problems. "If there are other discoveries, the company's value increases," according to planning minister Mr José Serra.

An official at Brazil's national development bank, which oversees the country's privatisation programme, says there are plenty of other ways to address politicians' worries. The government's financial advisers will be expected to build such considerations into the recommended sale structure, which is not expected to be ready until July or August.

"You could return concessions where CVRD hasn't yet prospected to the government, or you could demand a royalty if they find anything there. Everyone is thinking about these and other possibilities," he says.

The danger is that such measures could alienate potential investors if they appeared too restrictive.

## EU envoy seeks closer Cuba ties

By Caroline Southey in Brussels

Mr Manuel Marin, vice-president of the EU Commission, arrives in Cuba today for two days of talks with senior Cuban officials, including President Fidel Castro, to finalise the terms of a trade and co-operation pact.

The Commission trip is part of the EU's efforts to forge closer ties with Cuba which it believes will encourage economic and political reform on the island. The initiative follows a call from December's EU heads of state summit in Madrid, for the Commission to produce a draft trade and economic co-operation pact within the first six months of 1996.

The EU's aim was "to bring Cuba into the international community and to normalise relations in the area". The express intention of ending Cuba's isolation is in direct contradiction to US policy, which has as its central plank an economic embargo against the island. Mr Stuart Eizenstat, the US ambassador to the EU, warned yesterday that Washington was concerned that the EU's policy on Cuba "might

reward the Castro regime without sufficient signs of genuine political and economic changes".

But US officials were keen to dampen speculation that the EU and US were at loggerheads over the issue. Mr Richard Nuccio, special adviser on Cuba to President Bill Clinton, said the US and the EU shared a "common goal of promoting a peaceful, democratic transition on the island".

Mr Nuccio said that "despite differences over the utility of the US economic embargo" the EU and US agreed that there should be an increase in support for non-governmental organisations.

EU officials said the accord was likely to include closer co-operation including the transfer of know-how to aid reforms in the legal and other institutions and cuts in tariffs, particularly for the products of small and medium-size companies.

The accord might also include financial assistance which could be drawn from the EU's budget for Latin America. Cuba is the only country in the region with which the EU has not signed a co-operation pact.

## Brazilian social reforms in doubt

By Angus Foster in São Paulo

Carnival farce came early to Brazil's Congress yesterday after the president of a special committee investigating social security reform resigned in a huff.

Congress has been debating the reforms for a year and the committee was finally due to approve them in time for Carnival, which begins a week on Saturday and brings all Brazil to a standstill.

After frequent delays, the committee was preparing to start voting on several hundred amendments when Mr Jair Soares, its president, stormed out of the session complaining, somewhat surprisingly, that he had been pressured to speed up the vote.

"I will not be threatened. I resign from the presidency and from my party," he announced, leaving the session. The social security reforms, introduced a year ago by President Fernando Henrique Cardoso and described then as crucial to resolving long-term government spending problems, have been steadily watered down by opposition from politicians and special interest groups, who have forced compromises.

Some government ministers are wondering if the battle has been worth the effort. "It's no longer a reform of the system, it's an adjustment," said one minister, who admitted another attempt at deeper structural reforms might be needed in just a few years. Generous retirement rules mean the social security system could soon have more beneficiaries than contributors.

Mr Soares' resignation is the latest in a series of upsets caused by squabbling over the reforms.

After his resignation, the committee was dissolved and the leader of Congress's lower house, Mr Luis Eduardo Magalhães, said the reforms would be voted on in the full house without a committee vote. This option, as well as likely to take up more time, will also give opponents more chances to try and block the measures.

While the politicians bicker, one group has been assured that their rights will not be challenged. Brazil's female teachers, who enjoy one of the most generous retirement schemes in the developing world, will still be able to retire after just 25 years work.

## AMERICAN NEWS DIGEST

## Colombian army in hostage search

Soldiers were searching yesterday for a British civil engineer, a Dane, a German and a Colombian kidnapped on Tuesday in central Colombia. Although there are several guerrilla and paramilitary groups operating in the area, an army commander said the kidnaps were probably carried out by the National Liberation Army (ELN), originally a pro-Castro organisation and now specialising in kidnaps and sabotaging infrastructure.

Mr Phillip Holden, who is employed by a Danish contracting company and was working on the Rio Claro cement plant, and the other hostages were captured at a rebel roadblock on the highway between the Magdalena valley and Medellín. More than 1,000 people a year are kidnapped in Colombia.

Sarah Kendall, Bogotá

## Crashed jet 'black box' hunt

The US Navy is launching a deep-water search off the Dominican Republic for the flight recorder and wreckage of a jet aircraft that crashed, apparently killing all 189 people on board, the Navy said yesterday.

One piece of sophisticated equipment, towed behind a ship to pick up signals from the Boeing 757's "black box" electronic flight recorder, was flown to the Dominican Republic on Wednesday, the Navy said.

The data recorder of the aircraft, which crashed on Tuesday night, was believed to have sunk to the ocean floor, nearly 4,000 feet down.

The chartered aircraft, most of whose passengers were German tourists, nosedived into the Atlantic just after take-off. Searchers said there was almost no chance of finding survivors in the shark-infested waters. Reuters, Washington

## Venezuelan minimum wages rise

The Venezuelan government has increased the minimum monthly wage by an average of 43.6 per cent, following intense negotiations with industry and labour in recent weeks. Including bonuses and social benefits the minimum monthly wage rises to bolivars 40,000 (\$138) in the public sector and to bolivars 45,000 in the private sector.

The increase falls far short of demands by the country's largest union, the Confederation of Venezuelan Workers (CTV), for an increase to bolivars 80,000. Union leaders say they are considering work stoppages to protest against the rise of the pay increase, which they say, does not make up for last year's inflation of 56 per cent.

Raymond Collitt, Caracas

## FT•JAPAN CLUB ANNUAL REPORT SERVICE

## BANK OF TOKYO



Yasuaki Takagaki  
President & Chief Executive  
Officer

The Bank of Tokyo Group, Japan's premier global financial institution, has more than a century of international experience and more than 400 offices, subsidiaries, branches and associated institutions worldwide.

In the year ended March 31, 1995, the Bank posted the highest nonconsolidated net income of Japan's 14 major banks, and return on equity, at 4.8%, also ranked number one. In addition, the Group boasted a BIS capital adequacy ratio of 10.30%.

On April 1, 1996, the Bank of Tokyo and The Mitsubishi Bank, Limited, will merge to form the Bank of Tokyo-Mitsubishi, Ltd. The new bank, with superior capabilities to offer a broad array of financial services worldwide, will be well positioned to handle the challenges of the 21st century.

## Energi



Shinichi Takano  
President and Director

Founded in 1951, the Chugoku Electric Power Co., Inc. is one of Japan's 10 regional electric power utilities and maintains its head office in Hiroshima. The Company is a comprehensive supplier of electric power in the Chugoku region, with services encompassing generation, transmission, and distribution of electricity.

Situated in western Japan, the Chugoku region has a population of approximately 6 million people and covers an area of about 32,000 square kilometers.

While maintaining a total commitment to supplying superior services to its customers, Chugoku Electric will continue working as a responsible corporate citizen to promote regional industrial development as well as cultural, sporting, and other community-related events.

## HITACHI



Tsutomu Konomi  
President and  
Representative Director

The corporate principal of Hitachi, Ltd., which was founded in 1910, is to contribute to society through technology. In the 86 years since its inception, the company has become one of the world's leading manufacturers of electrical and electronic equipment, with fiscal 1994 consolidated sales of ¥ 7,592 billion, 844 consolidated subsidiaries, 238 of which are overseas companies, and more than 330,000 employees. Hitachi believes that corporate progress is driven by research and development. Annual expenditure of R&D amounts to over ¥ 490 billion, or about 7% of sales. Hitachi's main products are computers, semiconductors, telecommunication equipment, power generating equipment, industrial machinery and consumer products. Hitachi's shares are listed on eight stock exchanges in Japan and on exchanges in New York, Frankfurt, Amsterdam, Paris and Luxembourg.

## PIONEER ELECTRONIC CORPORATION



Seiji Manamatsu  
President and  
Representative Director

Pioneer Electronic Corporation is one of the world's preeminent manufacturers of AV (audio/video) products for home, commercial and industrial use. To further extend its scope of operations, exemplified by its renowned laser disc players and car navigation systems, Pioneer is currently devoting its resources and expertise to the development of advanced equipment for the multimedia age. Products targeted for an early market entry - and offering tremendous future market potential - include the DVD and next-generation large-screen color plasma and ultra-thin organic electroluminescent flat panel displays.

Pioneer's quest is to satisfy customers with innovative products that incorporate its core technologies in ways which are uniquely Pioneer.

## SHISEIDO



Yoshihiko Fukuhara  
President and C.E.O.

Founded in 1872, Shiseido is one of the world's largest cosmetic companies, bringing a distinctive blend of science and aesthetics to its activities.

Shiseido manufactures and markets quality makeup and skincare products, fragrances, toiletries, professional salon-use items, foods, and pharmaceuticals in more than 40 countries.

In Japan, the company also manages restaurants, fitness clubs, and fashion boutiques. In fiscal 1995, consolidated net sales reached US\$3,404 million, with consolidated net profits of US\$294 million before taxes. Net income per share was US\$0.29 and cash dividends were declared at US\$0.13 per share of common stock, on par with fiscal 1994.

For more information about Shiseido: <http://www.shiseido.co.jp/>

## TORAY INDUSTRIES



Founded in 1926, Toray Industries, Inc., is Japan's largest manufacturer of synthetic fibres and textiles, high-performance films, and engineering plastics. Toray leads the world in the development and production of carbon fibre and other advanced composite materials.

Building on its unique technological strength, Toray is diversifying into chemicals, pharmaceuticals, medical supplies, electronics materials, housing and construction materials and engineering.

A truly global enterprise, Toray's international marketing and manufacturing network spans more than 190 subsidiaries and affiliated companies worldwide. In all of the communities it serves, the company strives to play a full constructive role.

## FT • JAPAN CLUB ANNUAL REPORT SERVICE

Please send me these Annual Reports: Tick boxes ☐

- ☐ Bank of Tokyo.
- ☐ The Chugoku Electric Co.
- ☐ Hitachi.
- ☐ Pioneer Electronic Corporation.
- ☐ Shiseido Company Limited.
- ☐ Toray Industries.

Please attach your business card or write your name and address in this space. Please use BLOCK CAPITALS

Name: .....  
Title: .....  
Company: .....  
Address: .....

Mail or Fax to: FT-Japan Club Annual Report Service  
PO Box 384, Sutton Surrey SM1 4XE United Kingdom (Fax: +44 181 770 3822)



## Vietnam war on shop signs spreads south

By Jeremy Grant  
in Ho Chi Minh City

A shrill campaign against "social evils" and the use of foreign names in advertising that has unsettled foreign investors in Hanoi, yesterday spread to Ho Chi Minh City, the former Saigon and the country's commercial capital.

Foreign lawyers said Vietnam could be in breach of its international obligations by limiting the use of foreign trademarks. Local officials said foreign companies in Ho Chi Minh City must remove shop-front signs bearing foreign brand names within the next 10 days or face fines of between \$18 and \$4,500.

Foreign companies were abusing the use of shopfronts above shopfronts, Mr Tran Van Tho, deputy director of the Ho Chi Minh City department of information and culture, said. "If you want to advertise your product, there are specific places. You cannot take advantage of a signboard to promote your product."

The only acceptable way to use a foreign trademark on a signboard was when it was combined with Vietnamese lettering describing the shop's ownership and purpose. Kodak, for example, would be allowed to use its name and logo on a signboard if they were no larger than the Vietnamese words.

Observers say Ho Chi Minh City authorities, fearful of upsetting foreign and local business people and endangering growth, may be reluctant to enforce the rules with the same vigour as in Hanoi. But most foreign investors say Hanoi's policy has damaged foreign investor sentiment. "There is a lack of understanding of how a trademark operates," said Mr Tran Van Tho.

The estimate of people in employment fell by 34,100, following an increase of 4,900 the previous month. This means that over the past half-year, employment has been increasing by only some 7,000 jobs a month, against a rise of about

30,000 jobs a month in the previous half-year.

Analysts agreed that the data, while weaker than expected, should not be interpreted as a sign of a significant slowdown in the economy. Softness in employment and unemployment should not be over-interpreted; jobs estimates "are tramping month to month while the large rise in unemployment only reverses last month's large fall", Bankers Trust noted.

The Labor government's political opponents were less kind. "This is a sharp reminder of the fundamental issue of the campaign: which side offers the most hope" on jobs, Mr John Howard, coalition opposition leader, said.

As campaigning for the forthcoming election continued yesterday, the opposition unveiled a three-year \$860m (US\$45m) policy, with most of the money going to assist the arts in the regions. The growing sum of

## Japan's way of government under review

Gerard Baker on the implications of any change in the ministry of finance's power

The normally peaceful streets of Kasumigaseki, the main administrative district in central Tokyo, have in recent weeks begun to look like a riot zone. Busloads of rightwing protesters maintain a constant vigil around the buildings, unleashing bursts of invective from their loudspeakers. Police vans confront them across barricades.

The focus of the confrontation is an institution that has become the most potent anticodon of popular Japanese discontent. The Finance Ministry, a granite-faced slab of buildings in the centre of town, is under siege for its central role in the unpopular decision to use public funds to bail out the country's bankrupt housing loan companies.

But the physical threat to the bureaucrats, serious though it may be, is a mere shadow of the political challenge to the administrative supremacy of the ministry. The MoF - sometimes called, with-out hyperbole, the most powerful institution in the world - is facing perhaps the most serious crisis in its more than 100-year history.

This week senior members of the cabinet, including Mr Ryutaro Hashimoto, the prime minister, joined the growing chorus of calls for a radical review of the functions of the ministry. The outcome of that review could, it is claimed, lead to its break-up.

Talk of reform has been around almost as long as the institution itself. But in the last few weeks the campaign has achieved an urgency rare in Japanese political life. Politicians, for so long in thrall to the mandarins, have been especially eager to seize the opportunity to deflect blame for the housing loan fiasco away from themselves.

"As part of efforts to normalise Japan's financial system, reorganisation of the financial administration, should not be ruled out," said Mr Shusei Tanaka, director general of the



Granite-faced slab under siege: calls for a review were joined this week by prime minister Ryutaro Hashimoto

Economic Planning Agency. The housing loan issue is only the latest in a recent series of catastrophic mishaps for which blame can be laid at the MoF's door.

Mismanaged privatisations, supervisory shortcomings - including the Daiwa Bank debacle, in which the bank's US operations were terminated after US regulators were allegedly misled about huge bond trading losses last year - and even accusations of venality against its once unimpeachable officials have given new ammunition to reformers. These events, it is claimed, were not just a series of uncon-

connected events, but can be attributed to the nature and scale of the institution itself. Its myriad functions fall into four main categories: budget, taxation, financial supervision, and the management of state-owned assets, including privatisations. The MoF's power is so great that its policies are virtually synonymous with those of the government - of whatever political colour.

Its critics argue that there is no other institution like it in the world - for a variety of good reasons, other countries have dispersed powers more widely. The first problem with

an institution of the MoF's scale is the lack of separation between the ministry's administrative and supervisory functions - most notably in financial supervision.

The MoF operates according to the basic principle that places financial and economic stability above all other goals. Yet sometimes the interests of supervision demand action that might not immediately enhance stability. Banking supervisors on occasion need to punish institutions that stray from a prudent approach, but the MoF has frequently shown a reluctance to use the

big stick, apparently for fear of destabilising markets.

"The conflict between stability and proper supervision has long been a recurring problem for the ministry," said one former bureaucrat.

The Daiwa Bank case last year is a good example. The ministry's banking bureau appeared to put the broader interest of preserving stability ahead of the need to expose Daiwa's action when it failed to notify US authorities of irregularities it had discovered at the bank's New York branch.

A second objection is that

the diffuse nature of the ministry's work militates against specialisation. The regular rotation of staff around the maze of bureaus creates an impermanence that makes errors more common.

But perhaps the most resonant case for splitting the ministry is the simple argument that its size has turned it into a monolithic structure, accountable to no one but itself. MoF officials are said to have encouraged them to take a cavalier approach to alternative views.

This may have been the principal reason for the MoF's greatest failure in the last five years - to stop the housing loan debacle and the wider financial crisis. It appears that no one - politicians, banks, other officials - was prepared to challenge the MoF's judgments.

There is no clear proposal in the planned review - ideas range from a complete dismantling of the ministry to a more limited shift of some functions away from the MoF.

But the prospect of real change may not depend ultimately on such tinkering with the machinery of government.

The real reason for the MoF's power is the Japanese approach to government. The principal function of the Japanese bureaucracy has been to guide the country according to what it sees as the national interest. In such a heavily controlled system, immense power resides in the administrative body which controls the purse strings.

That system of administrative guidance has been at the heart of government in the postwar period. The question for those reviewing the functions of the MoF is to ask whether they want to keep it. If they do, then no amount of changing the names of the institutions will affect the concentration of power in the hands of a central bureaucracy.

## Politicians clash with bureaucrats

Underlying the debate over the ministry is a power struggle between an ambitious younger generation of politicians and the bureaucracy - of which the ministry of finance is the pinnacle, William Dawkins writes.

The battle began three years ago when Mr Morihiro Hosokawa, the first prime minister in nearly four decades not from the Liberal Democratic party, won record popularity by declaring war on the civil service. "If bureaucrats continue

struggling to protect... vested interests, they will end up increasing the inconvenience to the people they are meant to serve," Mr Hosokawa wrote. During the three muddled coalitions that succeeded the Hosokawa administration, a growing number of politicians have seen an electoral opportunity in challenging the bureaucracy and making it take responsibility for policy errors. Four senior officials at the ministry of international trade and industry and the MoF have found their

ministerial careers brought to an early end in consequence.

The debate threatens to split the LDP. The younger MPs' urge for reform has, at least so far, been constrained by the older generation. The old guard still controls the party, is accustomed to taking its case from the MoF and wishes to defend the status quo. Mr Ryutaro Hashimoto, prime minister, can thus be expected to tread delicately.

The bureaucrats have more to fear from Mr Ichiro Ozawa, the opposition leader. He has

for years advocated a greater concentration of power in the prime minister's office to enable politicians to take the policy-making initiative.

Whether the review will bring change is, as yet, unclear. The LDP's old guard will continue to defend the ministry's power, said Mr Takayoshi Miyagawa, an aide to Mr Noboru Takeshita, the former prime minister who is Mr Hashimoto's mentor. "While Mr Hashimoto is prime minister, it will never happen," said Mr Miyagawa.

## Australian jobless up to 8.6%

By Nikki Tate in Sydney

Australia's unemployment rate jumped to 8.6 per cent in January (seasonally-adjusted), against 8.1 per cent the previous month, the type of figure the federal government, battling to stay in office at the March 2 election, did not need.

The January unemployment rate was significantly higher than most forecasters had expected. Economists had generally been expecting the number would increase, but only to about 8.3 per cent.

The estimate of people in employment fell by 34,100, following an increase of 4,900 the previous month. This means that over the past half-year, employment has been increasing by only some 7,000 jobs a month, against a rise of about

30,000 jobs a month in the previous half-year.

Analysts agreed that the data, while weaker than expected, should not be interpreted as a sign of a significant slowdown in the economy. Softness in employment and unemployment should not be over-interpreted; jobs estimates "are tramping month to month while the large rise in unemployment only reverses last month's large fall", Bankers Trust noted.

The Labor government's political opponents were less kind. "This is a sharp reminder of the fundamental issue of the campaign: which side offers the most hope" on jobs, Mr John Howard, coalition opposition leader, said.

As campaigning for the forthcoming election continued

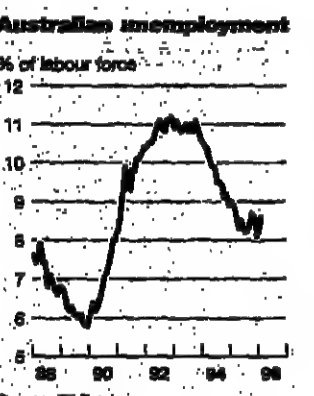
unfunded commitments being made by both Labor and the coalition has sparked intense interest in where the money will come from.

Pressure has come from the opposition to release more up-to-date budget estimates, so that a starting point can be reached.

In December, the government said there would be a 1996-97 surplus of \$115m after proposed asset sales. It has said the 1996-97 budget will be in "underlying" surplus, excluding asset sales, which many economists doubt.

"Those are the figures we put out, those are the figures we stand by; we will revise them if any revision... is needed... [in] the context of the run-up to a budget," Mr Kim Beazley, finance minister, said.

The growing sum of



Source: FT Sent

## Industry is eating up agricultural land at a rapid rate

## Fears for Indonesian rice fields

By Manuela Saragosa in Jakarta

Indonesia, whose people rank among the world's most sedentary and cultivators, may have to forgo hopes of self-sufficiency in the crop of its staple diet as more paddy fields in the densely populated island of Java are lost to industry.

Indonesian officials say that about 5,332 hectares of paddy fields in the eastern part of Java, the island where about 60 per cent of its 190m people reside, was converted to industrial use in 1994.

Indonesia is east Asia's most populous country after China and its dilemma echoes growing fears of rice shortages in other Asian states such as South Korea. Indonesia claims it became self-sufficient in rice in 1984 but this much-vaunted achievement depends on an ideal harvest. The country's rice production has only

just kept pace with increasing demand over the past 10 years and the government's commodities procurement and regulation agency, known as Bulog, has regularly imported rice.

Bad weather in late 1994, for example, forced the government to import rice and this pushed up imports, becoming one of the factors which contributed to the widening current account deficit. Bulog said last month that the value of Indonesia's rice imports in the first half of fiscal 1995 totalled about \$238.7m (\$157m), the highest since fiscal 1986.

Officials forecast rice imports will be 2m tonnes in the fiscal 1996 year ending in March. They also estimate Indonesia's unhulled rice production last year totalled 48m tonnes against 48.4m tonnes in 1994 and 48.14m in 1993.

In an effort to thwart a rice shortage as

consumption continues to grow, the government is pressing ahead with an ambitious project to convert 1m hectares of marshland on the island of Kalimantan (formerly Borneo) to rice cultivation.

Mr Syarifuddin Baharuddin, Indonesia's agriculture minister says surveys are being conducted to assess the project's environmental, human resources and farming methods; roads and irrigation in the area were being improved.

Land at the site was "relatively fertile" but analysts say there are concerns about how appropriate the soil is for rice cultivation. Officials admit the project could take years to realise.

President Suharto has also indicated concern about growing rice consumption, advocating that Indonesians try to diversify their diet.

## If you think Europe has a future, we'd like to hear about it

Whether you're for or against Europe, its future is an increasingly hot topic of debate. Now, on the eve of the 21st century our destiny seems unclear, and is certainly unresolved.

Which is not surprising, considering the complexity of the issues and the number of people involved, all of whom have their own ideas on the Europe of the future.

At the Philip Morris Institute, we have an interest in those ideas. As a think-tank that publishes discussion papers on European policy issues, our aim is to provoke original, incisive and informed debate.

That's why we've launched a writing competition called the Philip Morris Institute Europe Prize, which is open to journalists as well as to non-journalists from any walk of life. In a first stage, we're asking entrants to write a 300-word synopsis in English, French, German, Italian or Spanish on the theme

"What Europe for the New Millennium?" A jury of journalists from some of Europe's most influential publications will select the 50 best synopses and invite their writers to develop an article of 1,200 - 2,000 words in one of the EU's official languages.

From these final entries, the jury will make three awards: the Philip Morris Institute Europe Prize, worth Ecu 15,000, and two further awards of Ecu 6,000 and 4,000. At the jury's discretion, a special award of Ecu 5,000 may also be made for the best submission from a young writer (age 18-30).

The article that wins the Philip Morris Institute Europe Prize will be published in major newspapers across Europe.

The closing date for synopses is March 15th, 1996. Only original, unpublished material is eligible. For entry details and other information, please contact the Philip Morris Institute at the address below.



THE PHILIP MORRIS INSTITUTE EUROPE PRIZE

THE JURY  
MIGUEL-ANGEL AGUILAR - *Columista, El País* - ALBERTO CAVALLARI - *Columista, La Repubblica*  
ROBERT DONAHUE - *Editorial Page Editor, International Herald Tribune* - JOSEF JOFFE - *Foreign Editor, Süddeutsche Zeitung*  
BEN KNAPPEN - *Editor-in-Chief, NRC Handelsblad* - PHILIPPE LEMAITRE - *European Correspondent, Le Monde*  
GILES MERRITT - *Deputy Editor, The Philip Morris Institute* - JOHN PRETENDERIS - *Political Editor, Le Monde*  
CHRISTOPHER REDMAN - *Editor, Time International* - ALAN RUSBRIDGER - *Editor, The Guardian*  
MATS SVEGFORS - *Editor-in-Chief, Svenska Dagbladet*

The Philip Morris Institute for Public Policy Research, 6 rue des Perceps, B-1049 Brussels, Belgium. Tel: (+32) 2 732 11 56. Fax: (+32) 2 732 13 07

## GIVE US A STAPLE

And don't forget to add your cheque to fund more Macmillan Nurses to help 1,000,000 Nurses living with cancer. (1 in 3 of us will get cancer)

Cheque amount £..... made out to 'CRMFF (F8)' Please send to: CRMFF FREEPOST LONDON SW3 3BR

THE Macmillan Appeal  
Cancer Relief Macmillan Fund exists to support people with cancer and their families. Regd. Charity No. 261017

## Les Echos

The FT can help you reach additional business readers in France. Our link with the French business newspaper, Les Echos, gives you a unique recruitment advertising opportunity to capitalise on the FT's European readership and to further target the French business world. For information on rates and further details please telephone: Toby Finden-Crofts on +44 171 873 3456

## ASIA-PACIFIC NEWS DIGEST

### S Korean court jails ex-minister

A South Korean court yesterday sentenced Mr Rhee Young-man, a former finance minister, to 2½ years' jail with a fine of Won140m (\$175,500) on bribery charges. The court ruled that Mr Rhee, 61, would not be jailed until sentence is finalised by the highest court because of his poor health.

The Seoul District Criminal Court also sentenced Mr Ahn Young-mo, former president of Dong Hwa Bank, to a suspended 10-month jail term with two-year probation on charges of giving bribes to Mr Rhee, an official said. Last November, the two were indicted but not detained on charges that Mr Rhee took Won140m from Mr Ahn in 1992 in return for favours. Prosecutors had demanded a five-year jail term for Mr Rhee, who held his ministerial post in the early 1990s, and 1½ years for Mr Ahn.

Reuters, Seoul

### China develops turbojet

China has developed a miniature turbojet engine for use in cruise missiles and pilotless aircraft. The official Xinhua news agency said yesterday that recent technical breakthroughs had enabled engineers to make a miniature turbojet engine "technically comparable to similar products developed abroad". Three prototypes of the engine had been made. No technical specifications were given. The engine was developed by researchers at Northwest Industry University and has passed an appraisal by the China Aviation Industry Corporation, the former aerospace ministry. Reuters, Beijing

### Olympic boycott threatened

China's top sports official hinted yesterday that the country might boycott this summer's Atlanta Olympics if the US allowed high-ranking Taiwan government officials to attend the games.

China prevented Taiwan's President Lee Teng-hui from attending the opening ceremony of the Hiroshima Asiad in 1994 by threatening to boycott the event. "If something similar happens in Atlanta, things will get much worse than at the Hiroshima Asiad," Mr Wu Shaomin, minister of the State Physical Culture and Sports Commission, said. Agudo, Harbin

China warned that the US must stop selling advanced weapons to Taiwan if tensions between rivals Beijing and Taipei were to ease.

Mr Shen Guofang, Foreign Ministry spokesman, was responding to a remark on Wednesday by US President Bill Clinton, who said he was confident tensions between China and its arch-rival Taiwan would not explode into military conflict because too much was at stake. Reuters, Beijing

## Spend in any currency but pay in dollars

Gain direct access to your US dollar account with the American Express International Dollar Card

Spending internationally requires enormous flexibility in the way you manage your money - especially your personal expenses. With direct access to your US dollar bank account through American Express, you'll find that you can take care of your monthly bill with a single payment - in US dollars, no matter where in the world you've spent money. Since we make a simple one-stop conversion to dollars from any currency, you don't pay any additional exchange rates.

But you also get something else of great value at your disposal - the worldwide spending power and personal service afforded by the American Express Card. For an annual fee of US\$100, you gain access to over 3.9 million establishments accepting the Card globally. And with no pre-set spending limit, you are usually free to spend as much as you have shown us you can afford.

The Dollar Card is for both business and leisure

You not only gain direct access to your US dollar bank account, but also to the American Express Membership Rewards Programme. Once enrolled, you can earn points towards free airline flights and hotel nights virtually every time you spend on the Card.

How to save \$80

If you reply by April 30, 1996, we'll waive the one-time US\$80 joining fee. Simply complete and return the coupon by mail, or fax us at (+44) 1392 210843

SAVE \$80 by applying now

Get the American Express International Dollar Card today, and gain direct access to your US dollar bank account. And a whole lot more.

To receive information about how you can benefit from the International Dollar Card, please send this coupon by post to: American Express Services Europe Limited, International Dollar Card, Cowley Bridge Road, Exeter, Devon, EX4 5HQ, Great Britain. Or fax (+44) 1392 210843.

Name

Secret

City

Country

Postcode

Tel

FT 1A



# Clinton is lobbied on 'Dayton' plan for Ireland

By John Murray Brown  
in Dublin

The government of the Republic of Ireland moved yesterday to enlist US support for a conference on Northern Ireland similar to the meeting in Dayton, Ohio, which helped to bring about a Bosnia settlement. It emerged yesterday that the idea had been put to Mr John Major two weeks ago, before the British prime minister unveiled his own initiative for elections to a new Northern Ireland convention.

Mr Dick Spring, deputy

A man from Northern Ireland who was jailed for eight years was awarded £15,000 (\$23,100) costs yesterday by the European Court of Human Rights in Strasbourg. The court decided that Mr John Murray's human rights had been violated because he was refused access to his lawyer during police interviews which led to

his trial and imprisonment for aiding and abetting the false imprisonment of an Irish Republican Army informer. No compensation was awarded. The ruling puts pressure on the British government to change practice in Northern Ireland, where the exclusion of lawyers from interviews is allowed, unlike in England.

prime minister and foreign minister in the government of the republic, met President Bill Clinton and other senior administration officials in Washington.

Mr Spring outlined the Irish idea for two days of intensive "proximity talks" in which all

parties would convene under the same roof to prepare the agenda for substantive negotiations.

Mr Spring said on Wednesday that the idea had been put to the British a week ago in London at the Anglo-Irish intergovernmental conference.

The aim had been to overcome objections by pro-British unionists in Northern Ireland to sitting down with Sinn Féin, the Irish Republican Army's political wing.

Aides of Mr Major declined last night to comment on Irish claims that Mr John Bruton,

prime minister of the republic, had informed Mr Major of the plan a week earlier. The republic's version of events would go some way to explaining the depth of ill-feeling in its government towards the British elections proposal, which was condemned by nationalists as a device to stall the start of substantive negotiations.

By modelling the talks on the Dayton model, where US-led talks between Bosnian parties had led to the end of the conflict, Mr Spring appeared anxious to secure US backing. In a further move to enlist US

support, Mr Spring stressed yesterday that the report on arms decommissioning prepared by former senator Mr George Mitchell would be at the centre of any Dayton-style talks to break the stalemate in the peace process. Mr Spring will meet Mr Tony Lake, Mr Clinton's national security adviser, today.

"There is no better proposal for working intensively on the problems in the time remaining than the one put forward by this government," Mr Bruton said yesterday in the Dail, the republic's parliament.

## Philips sells telecoms business

By James Buxton  
in Edinburgh

Philips, the Dutch electronics group, has sold its telecommunications equipment business in Scotland to Telecom Sciences Corporation, a new company which aims to be a significant UK telecommunications manufacturer.

Telecom Sciences has raised more than £20m (\$30.8m) to finance the deal, in which the

existing management of the business to be acquired, Philips' telephone systems operation at Airdrie near Glasgow, is also involved. Telecom Sciences' chief executive is Mr David Boyce who has held senior posts with US and Canadian telecommunications equipment manufacturers.

The Airdrie plant employs 450 people and designs, makes and markets Philips' telephone systems and private business exchanges for the small to medium-sized business market. It has an annual turnover of nearly £50m.

Telecom Sciences will have a five-year contract to supply Philips with telephone systems, with guaranteed orders for the next two years. It has a strategic alliance with Philips to develop a new range of systems.

Philips decided to sell the Airdrie operation and withdraw from business telecommunications to concentrate on consumer telecommunications products.

Mr Boyce said yesterday that he envisaged Telecom Sciences in five years time getting only a quarter of its business from Philips, as it develops other products and moves into other markets. It was already a leading supplier of equipment for small and medium sized businesses.

Murray Johnstone Private Equity, part of the Glasgow-based investment managers, has provided £7m in equity to help finance Telecom Sciences. Senior debt is provided by NatWest Markets Acquisition Finance.

Mr Boyce, 45, has been seeking an opportunity to buy into a telecommunications company in Europe for the past few years. Until 1994 he was head of international business for DSC Communications of Dallas, Texas. Before that he held senior positions with Northern Telecom of Canada, and was the managing director of the company's UK subsidiary.

He is joined in the deal by Mr Sandy Ellis, who worked with him at DSC and who will be finance director. Three executives from the Airdrie plant, led by Mr Alan Kennedy, the plant's managing director, are also involved.

There is currently only one significant UK-controlled telecommunications equipment maker: GPT which is owned 60 per cent by General Electric Company and 40 per cent by Siemens of Germany.

## Small company eludes construction industry gloom by building palaces and theme parks

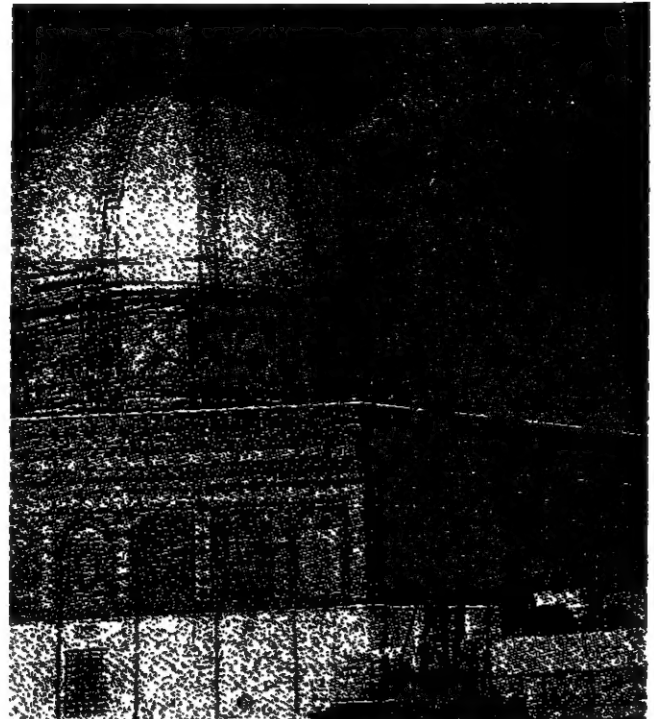
By John Murray Brown

If much of the UK building sector is in gloom, a small Northern Ireland firm is bucking the trend. Mivan is a privately owned specialist contractor which built a palace for Saddam Hussein and secured a prestigious contract to restore Jerusalem's Dome of the Rock, one of Islam's holiest shrines. The company expects to double its profits for 1995 to about £8m (\$9.2m) on turnover of £85m. In 1996, the company forecasts sales of close to sterling £120m with export orders accounting for 90 per cent of business activity.

From a factory in Antrim, this shop and ship fitter has acquired an unrivalled reputation for specialist construction work from temples to theme parks. "We take the view that if someone has to do it, it should be us," says Mr Ivan McCabrey, who founded the company in 1975 with his partner Mr Mervyn McCall, a fellow civil engineering graduate from Belfast's Queen's University.

Mivan won the contract to build the Big Thunder Mountain at Euro Disney near Paris, where the company was the largest general contractor. Last year, the company completed a design and engineering feasibility study to build a replica of the Titanic, the liner that was built in Belfast and sank on its maiden voyage.

In October, Mivan secured a



A small Northern Ireland company is restoring the Dome of the Rock in Jerusalem, one of Islam's holiest shrines

deal with Warner Bros, the US media giant, in which the Northern Ireland company is contracted as the specialist engineer for a theme park outside Düsseldorf in Germany. Universal Studios is also said to be knocking at Mivan's door.

The factory where it all happens looks more like an

aerospace workshop than a conventional contractor's yard, with waterjet cutters turning out everything from a lattice panel for a local Indian restaurant to luxury fittings for ocean liners.

The company does not court publicity. During the ill-fated refit of the QE2 liner, television cameras caught a shot of

the Mivan company logo during an interview with an aggrieved customer. Mivan, one of the few contractors which had completed its work on time, secured an apology from the BBC.

The company philosophy has been to go into difficult uncharted territory, preferably with the financial backing of a government or multilateral agency. "The company has cleverly avoided the vagaries of the Northern Ireland construction market, and has shown what you can do if you go into exports," says a Belfast banker.

In such risky markets, the company prefers to deal directly with government bodies, as in a £77m deal to build a base for the Thai air force, complete with a Buddhist temple for the officers. In Indonesia, where it is building the country's highest building, it is in partnership with the Korean conglomerate Hyundai. In practice the company's exposure is limited, because up to 50 per cent of all its non-UK business is covered by export guarantees from the government's Export Credit Guarantee Department.

Last year, to raise its international profile, the company brought Mr Richard Needham, the former British trade minister, to the board as a non-executive director. But it is in no hurry to go public. "I don't see it," says Mr McCabrey. "After all, who wants to have the peo-

ple in the City of London telling us what we should be doing?"

The long-term concern is how Mr McCabrey can keep control of this disparate empire, which is now working in more than 10 countries and employing more than 3,000 people. "The important thing is that the dealmaker should be near the deal," he says. "I can't possibly be everywhere, so the closing of any project is done by the manager on the ground. You can't take that away from him. As a result the projects are more like separate businesses."

In the early days the main focus was Iraq, where Mivan worked initially with GEC on a series of power stations before constructing Saddam's palace, which was then obliterated during the first allied air raids on the Iraqi capital in 1991.

"It was not a bunker as some have suggested," says a company official. "It had a substantial kitchen and some pretty hefty windows with triple-glazing. But then it was on the main eight-lane highway into Baghdad."

One of Mivan's current projects is to build a sterilising 12.8m hospital for the United Nations in the Gaza Strip. As Mr John Nicholl, Mivan's project manager, recalls: "There was no communications, or services on the site, so before we could even mix the concrete we had to sink a well to get water."

## Business leaders scorn EU 'folies de grandeur'

By Robert Shrimley,  
Lobby Correspondent

Business leaders have united to denounce plans for a European single currency as an expensive and dangerous threat to Britain's prosperity.

Those joining the debate include Sir John Hoskyns, chairman of Burton Group; Mr Christopher Miller, chief executive of Wassall; Sir Michael Edwards, chairman of Charter plc; Sir Alick Rankin, chairman of Scottish and Newcastle; and Mr Tim Melville-Ross, head of the Institute of Directors.

Their attack comes in a pamphlet entitled *A Business*

*Agenda for a Free Europe* published today by the European Research Group.

Sir John Hoskyns observed that it was difficult to judge "whether the present attacks of Europe's leaders reflect an undemocratic conspiracy or simply *folies de grandeur*." As they endlessly summit together for the naming of coins and the reaffirmation of unity we are watching either the end of a farce or the beginning of a tragedy."

He asked Emu enthusiasts a number of questions: how would the entry rate be determined, how would external shocks such as oil price rises affect different states,

and, if interest rates were uniform, would the impact of changes be similar in different nations?

"The single currency conceivable without European unification?" he continued. "If it cannot be achieved except as part of a complete political union, is such a union practical in terms of economic compatibility, language, labour mobility, law, religion, political stability, institutions, tradition, culture and popular support: all on a five to 10-year timetable?"

Before signing up to a single currency "business should ask politicians to answer these questions in the plainest possi-

ble language so that people can form a view", he concluded.

Mr Miller argued that Emu would lead to higher prices, interest rate unemployment and taxes. All observers agree that it would be followed by "pan-European taxation", he added.

Sir Alick warned business to remember the lessons of its blind enthusiasm for membership of the untested Exchange Rate Mechanism. Emu would require "tough convergence criteria and a monetary corset," he declared. "The ERM is a painful memory. Have we forgotten everything and learned nothing?"

Mr Alick Turner, director-

general of the Confederation of British Industry (the nation's largest lobby group for employers), launched a robust attack on the opposition Labour party last night in a speech seen in part as an attempt to combat criticism of his recent remarks on the need for long-term income growth and "stakeholding" for employees.

The CBI opposed Labour's support for the EU social chapter, he said. It would be alarmed if the party backed the extension of qualified majority voting to areas of the social chapter such as social security contributions.

Europe, Page 22

## Accountancy German opponent of Hitler survived imprisonment by Nazis to pioneer firms' increasingly international outlook

The life of Reinhard Goerdeler, the German accountant whose name gave the global firm KPMG its "G", is a reminder that his profession is fast outgrowing national boundaries, writes Jim Kelly, Accountancy Correspondent.

The memorial service held for Goerdeler, who died in January, coincided with a declaration from Britain's Accounting Standards Board that its main aim in the coming years was to influence the development of an international financial reporting code.

Goerdeler would have sympathised with such an ambition. His life spanned the emer-

gence of the international profession from the second world war to the foundation of the International Federation of Accountants, of which he was the first president.

His father, Carl Goerdeler, was the Lord Mayor of Leipzig who in 1936 resisted the removal of a statue of the Jewish composer Mendelssohn from the centre of the city. He was executed for treason in 1945. His son was arrested while serving in Italy following the unsuccessful assassination

attempt on Hitler on July 20 1944. The Goerdeler joined the accountancy firm Deutsche Treuhänder-Gesellschaft in 1938. He rose during the next 38 years from tax employee to honorary chairman of the supervisory board.

In 1979 he helped form the international accountancy group Klynveld Main Goerdeler, which in 1986 expanded to become Klynveld Peat Marwick Goerdeler, KPMG. "He was undoubtedly one of the most significant figures in the

international accountancy profession since the second world war," said Mr John Kirkpatrick, former president of the Institute of Chartered Accountants of Scotland.

Talk of significant figures brings us to Sir David Tweedie, chairman of the ASB, and his international agenda. The board works under the umbrella of the Financial Reporting Council which has just published its progress report for 1995. Sir Sydney Lipworth, chairman of the coun-

cil, notes that 1995 was a good year for the International Accounting Standards Committee, the London-based organisation led by Sir Bryan Carberg. The world's leading securities commissions have signed up with the IASC on the long-term development of a set of core standards.

"It is highly desirable therefore that the ASB should be a strong and influential contributor to the development of IASC's thinking," says Sir Sydney. Sir David, significantly,

now has a seat on the IASC.

Sir David, in his report, names the "twin aims" of the ASB in the coming years: to influence the international debate and to reduce the burden of financial reporting for companies. The first aim is designed to protect UK companies from having to prepare two sets of accounts when they want capital on overseas exchanges and to enable analysts to understand, and have confidence in, UK accounts.

The ASB is already meeting on a formal, and regular, basis with standard-setters around the world. Three times a year it meets with Australia, Canada and the US, with the IASC in attendance, in the so-called G4 plus one meetings. Once a year it meets with the Australian, New Zealand and South African standard-setters, twice a year with other European bodies.

Meanwhile the issue of international accounting standards is coming close to home for the ASB. The declared intention of Mr Mario Monti, the EU commissioner with responsibility for the internal market, is that European companies with an "international vocation" should be able to prepare only one set of consolidated accounts. The EU is to examine making IASC standards the basis of these accounts.

The problem for Sir David, and the motivation for the board's international zeal, is that the UK business community finds some IASC standards unsavoury.

The board's report carries a stern warning: "If interna-

### UK NEWS DIGEST

## Defence industry to be shielded

The Ministry of Defence said it will pay more attention to maintaining the British defence industry when considering future procurement decisions. However, while the ministry says consolidation in the European defence industry is inevitable, it will not play an active role in promoting rationalisation.

This new policy goes some way to countering stinging criticism handed to the ministry by a combined House of Commons trade and defence committees' report in December. But the ministry's response falls short of the committees' recommendation that it and the trade department should "play a more active role in promoting international collaboration". The committees argued that the British defence industry could be marginalised as defence budgets shrank and the powerful US defence industry became an increasingly aggressive competitor for UK and export markets.

The ministry agreed that there were risks to the UK's industrial and technology base. It said it would more actively balance the need to maintain a defence industrial base in Britain by developing weapons in the UK against the attractions of buying cheaper US equipment "off the shelf".

Bernard Gray, Defence Correspondent  
Editorial Comment, Page 23

## Union membership sinks

The number of employees belonging to trade unions has fallen to the lowest level since the end of the second world war, official figures showed yesterday. After 15 consecutive years of decline only 8.2m workers are now unionised - about a third of the national labour force. In 1994 - the latest year for which figures are available - there was a 4.9 per cent fall in overall membership. The most striking change now taking place is the rapid decline in the proportion of men who are trade union members. In 1994 there was an 8.7 per cent fall in male union membership. By contrast female trade union membership rose by 1 per cent or 35,000 to 3.5m. Women now outnumber men in five of the country's 10 largest trade unions. Robert Taylor, Employment Editor

## Capping proposal set out

LLOYD'S Lloyd's of London set out proposals for capping the amount loss-making Names should pay to close their affairs at the 300-year-old insurance market. It also confirmed a fresh rescheduling of its ambitious recovery plan. The cap was attacked as inadequate by representatives of badly hit Names, the individuals whose assets have traditionally supported Lloyd's. At the same time, a decision to delay voting on the recovery plan from March until June highlighted the work needed before it can be agreed. The poll had originally been scheduled for last autumn. Lloyd's said yesterday that after funds depleted with it had been exhausted, Names would not have to find more than an extra £100,000 (\$154,000). It also said that for those who could not afford that £100,000, there would be £10m available to ensure "finality". But this is expected to be means-tested.

Ralph Atkins, Insurance Correspondent

## Teachers and nurses protest

The government is to phase in pay awards for 800,000 public sector workers and recommend a nationwide minimum rise of 2 per cent for 500,000 nurses. Its decision yesterday resulted in furious protests from teachers and hospital staff. The pay awards averaged 4 per cent for all employees covered by review bodies for the armed forces, doctors, teachers and senior public officials.

But the cabinet rejected the proposal that the rises should be awarded in one lump, following pressure from Mr Kenneth Clarke, chancellor of the exchequer. Instead, most of the increase will be paid on April 1, but 1 per cent will be held back until the beginning of December. Mr Clarke insisted on staggering the payments to save £149m (\$239.5m) of public money. Nurses, however, will receive all their rise in one lump, because their increment will be determined locally by negotiations with health service trusts. However, the government said their awards should on average be no less than 2 per cent. The Royal College of Nursing described this minimum as "derisory". The National Union of Teachers launched a fierce attack on the annualised 3.75 per cent increase for its members.

Robert Peston, Westminster

Legal update: A bill designed to abolish a 13th century law which prevents an assailant from being charged with murder or manslaughter if his victim dies later than a year and a day after the attack will be introduced into the House of Commons today. Mr Doug Hoyle, a Labour MP, said the measure would end a "medieval anachronism more suited to the era of the bow and arrow... There have been many cases where the authorities have been able to charge an assailant only with a lesser offence because the victim has remained alive for a year and a day after the attack."

Notice of Redemption to Holders of  
Series E  
of  
**RSVP MAYFAIR LIMITED**  
(Incorporated with limited liability in the Cayman Islands)

**U.S. \$79,000,000**  
Guaranteed Extendible  
Variable Rate Notes due 2006

NOTICE IS HEREBY GIVEN that in accordance with Section 5.03(a) of the Indenture, dated 31st March, 1992, Series E of the U.S. \$79,000,000 Guaranteed Extendible Variable Rate Notes due 2006 of RSVP MAYFAIR LIMITED (the "Bonds") will be redeemed in full by RSVP MAYFAIR LIMITED on the Interest Payment Date falling on 29th February, 1996 at the Principal Amount due together with the interest accrued to the Date of Redemption.

Principal Paying Agent  
Goldman Sachs  
(Cayman) Trust, Limited  
P.O. Box 896  
Grand Cayman  
British West Indies

Paying Agent  
Kreditbank S.A.  
Luxembourg  
43 Boulevard Royal  
Luxembourg

Interest will cease to accrue on the Bonds from 29th February, 1996.

**Goldman Sachs (Cayman) Trust, Limited**  
Principal Paying Agent  
9th February, 1996

Notice of Redemption to Holders of  
Series H  
of  
**RSVP MAYFAIR LIMITED**  
(Incorporated with limited liability in the Cayman Islands)

**U.S. \$79,000,000**  
Guaranteed Extendible  
Variable Rate Notes due 2006

NOTICE IS HEREBY GIVEN that in accordance with Section 5.03(a) of the Indenture, dated 31st March, 1992, Series H of the U.S. \$79,000,000 Guaranteed Extendible Variable Rate Notes due 2006 of RSVP MAYFAIR LIMITED (the "Bonds") will be redeemed in full by RSVP MAYFAIR LIMITED on the Interest Payment Date falling on 29th February, 1996 at the Principal Amount due together with the interest accrued to the Date of Redemption.

Principal Paying Agent  
Goldman Sachs  
(Cayman) Trust, Limited  
P.O. Box 896  
Grand Cayman  
British West Indies

Paying Agent  
Kreditbank S.A.  
Luxembourg  
43 Boulevard Royal  
Luxembourg

Interest will cease to accrue on the Bonds from 29th February, 1996.

**Goldman Sachs (Cayman) Trust, Limited**  
Principal Paying Agent  
9th February, 1996

Notice of Redemption to Holders of  
Series L  
of  
**RSVP MAYFAIR LIMITED**  
(Incorporated with limited liability in the Cayman Islands)

**U.S. \$79,000,000**  
Guaranteed Extendible  
Variable Rate Notes due 2006

NOTICE IS HEREBY GIVEN that in accordance with Section 5.03(a) of the Indenture, dated 31st March, 1992, Series L of the U.S. \$79,000,000 Guaranteed Extendible Variable Rate Notes due 2006 of RSVP MAYFAIR LIMITED (the "Bonds") will be redeemed in full by RSVP MAYFAIR LIMITED on the Interest Payment Date falling on 29th February, 1996 at the Principal Amount due together with the interest accrued to the Date of Redemption.

Principal Paying Agent  
Goldman Sachs  
(Cayman) Trust, Limited  
P.O. Box 896  
Grand Cayman  
British West Indies

Paying Agent  
Kreditbank S.A.  
Luxembourg  
43 Boulevard Royal  
Luxembourg

Interest will cease to accrue on the Bonds from 29th February, 1996.

**Goldman Sachs (Cayman) Trust, Limited**  
Principal Paying Agent  
9th February, 1996

مكتبة الأصيل





## Senior Appointments

### World Class Technology Leaders



#### to £85,000 + Car + Bonus + Benefits + Relocation

Say American Express to anyone and they'll immediately think of the American Express Card, but there is more to American Express than just the card. Our intention is to grow our global business into the world's most respected financial services brand.

This transformation will depend on the development of our comprehensive range of products and services. It will also be driven by cultural changes within the organisation. Technology will be a key driver in achieving our goal as the IT content of financial services products continues to increase. As a result we seek a number of senior executives who combine superior commercial acumen with technology leadership.

We need leaders that are customer and product focused, who will help shape technologies strategies and consciously advance the core organisational values of teamwork, leadership, communication and quality.

As a catalyst of change, your visionary capabilities will energise and motivate. Results orientated, you will deliver creative world-class IT business solutions. There are a range of positions which require individuals with the ability to influence at all levels and, critically, work as true partners with the business. You will enjoy taking the initiative, challenging current practices and will relish the opportunity of leading your departments. In short, we seek an expert combination of technologies and people leadership.

With 10 years plus experience (preferably including some non-IT business exposure), you should possess a demonstrable track record of achievement in organisations that have implemented leading-edge technology solutions.

#### VP Systems Development

##### to £85,000 + car + bonus + benefits

With accountability for the successful delivery of global development projects, you will ensure high quality, timely implementations for an assigned business area. You should be able to demonstrate the ability to:

- Project manage complex global systems development projects.
- Lead departments of up to 100 plus development staff through 4-6 direct reports
- Facilitate the design of business solutions using the most appropriate technology platforms.
- Partner with senior business leaders within the card, travel and merchant services businesses.

HN1836/FT

#### VP, IT Methods & Quality

##### to £60,000 + car + bonus + benefits

Responsible for ensuring the international implementation of technologies processes and co-ordination of re-engineering efforts (to ensure world-class economics and improved time to market for systems projects). Specifically business case and investment processes, IT development methods, and quality methods and measurement structures. You will require experience in:

- Cultural transformation and process implementation in an IT environment.
- Business measurement, creation and implementation.
- Strategic leadership, creative thinking and problem solving.

HN1839/FT

#### VP, IT Service Delivery

##### to £80,000 + car + bonus + benefits

Responsible for the operational integrity of business critical systems on a pan European basis, you will need to deliver a superlative level of service to a demanding user community. You will manage the implementation of a European support template with a multi-million pound budget and 100 plus staff. The successful candidate requires:

- A focus on customer service with demonstrable achievements in IT operational management.
- Ability to own issues, manage conflicting priorities, combined with resilience and tenacity.
- Broad operational background encompassing the management of distributed and central systems, LANs and WANs through a large geographically dispersed team.

HN1840/FT

Applications are invited from candidates of degree/MBA calibre from any industry sector, particularly financial services. Successful candidates will be rewarded with firm cash remuneration packages as would be expected from a leading global organisation. All positions will require a high degree of international travel.

As an equal opportunities employer we welcome applications from qualified candidates from all backgrounds.

To apply please send a covering letter and CV to the advising consultants at Harvey Nash Plc, 13 Bruton Street, London W1X 7AH. (Tel: 0171 333 0033. Fax: 0171 333 0032). Please quote the relevant reference number, current salary details, and daytime contact telephone number. Also apply via [http://taps.com/Harvey\\_Nash](http://taps.com/Harvey_Nash)



HARVEY NASH PLC

### IT Executives

#### Packages c. £75,000 incl: car + bonus

#### Location: City

The Guardian Royal Exchange Group is one of the major UK-based composite insurers. The group writes general, life, pensions and healthcare insurance business on a worldwide basis with five operating divisions - UK and Ireland, Continental Europe, the Americas, South Africa and Asia. Worldwide premium income totalled £3.7 billion in 1994, of which more than half was written outside the UK. The group has a highly influential IT division, tasked with maximising competitive advantage and raising efficiency throughout the group. They now seek two high calibre individuals, whose work will be largely project based, one with particular emphasis for Europe the other for Asia and South Africa. Based in the City, reporting to the Group IT Director and interfacing with the respective Heads of IT in each region your responsibilities will include:

- Ensuring Group IT strategy and policy is implemented and integrated into the respective regions in a consistent manner.
- Manage, build and give direction to the existing functions in those regions.
- Ensuring all ongoing programmes and future projects are delivered successfully to time and budget.

Candidates will be graduates with a proven track record of IT delivery to business and strong project management skills. It is essential that you can demonstrate business acumen and a commercial approach, combined with strong credibility and interpersonal skills. The Continental Europe position requires a fluent German or French speaker whilst an Asian language would be advantageous for the Asian position but is not essential. Cultural empathy will be a pre-requisite. Mobility and willingness to travel are also necessary.

These positions represent unique and high profile opportunities to join a highly prestigious market leader, to positively impact their business and with excellent potential for career progression based on individual merit.

If you believe you have the necessary skill sets, drive and approach then please write enclosing an up to date Curriculum Vitae, including daytime telephone number and salary details to the advising consultants, Jonathan Kidd or Lisa Powell, at Harvey Nash Plc, 13 Bruton Street, London W1X 7AH. (Tel: 0171 333 0033) quoting reference HNF127/FT.

Also apply via [http://taps.com/Harvey\\_Nash](http://taps.com/Harvey_Nash)

HARVEY NASH PLC

### Senior Management

#### World Class business and technology consultancy

#### Six Figure Package

#### London

Our Client, one of the world's premier business and technology consultancies, provides fully integrated solutions to business problems for its many multinational clients. Covering all industry sectors, they have an unrivalled track record of providing tangible results and competitive advantage. A rare opportunity has arisen for a senior individual with Financial Markets expertise to join their management team. Key criteria for this position will include:

- Financial Markets, Investment Banking and Securities background with particular expertise in back office processes and technologies.
- The ability to project manage multi-million pound projects and associated resources.
- Proven business development and client management skills.
- An entrepreneurial approach with the competence, gravitas and interpersonal skills

appropriate to a position of this profile and seniority.

Probably aged mid 30s, candidates will be high calibre graduates with a minimum of 7 years' IT experience gained within the Financial Markets arena with either a leading financial institution or consultancy. You will display technical excellence and rapid career progression to date. This is a challenging and demanding role; candidates must be capable of making full partner in the most rigorous and exacting of environments.

If you believe you have the necessary experience, skill sets and flair then please write enclosing an up to date Curriculum Vitae, including daytime telephone number and salary details to the advising consultant, Jonathan Kidd, at Harvey Nash Plc, 13 Bruton Street, London W1X 7AH. (Tel: 0171 333 0033) quoting reference HNF128/FT.

HARVEY NASH PLC

### Head of Information Services

#### "A facilitator of change enabling IT to deliver to business"

##### Package c.£70,000 + Executive Car

##### Location: North West/Manchester

Very rarely does a senior opportunity arise for an experienced Information Technology management professional to be able to act as a catalyst of change for such a blue-chip organisation as our client.

This high profile division of a major international household name is currently forging ahead of the competition in putting into place radical changes in the way "best practice" business systems are installed and implemented. Not least amongst this re-engineering is the way that Information Systems and Technology is perceived and delivered to the organisation.

Within the division there is a genuine commitment to significant investment in IT to further enhance business processes. This involves both in-house and third party applications being used to gain competitive advantage.

Working with a powerful remit, with the autonomy to diplomatically manage and oversee some highly sensitive business relationships, our client now seeks to appoint a Head of Information Services who will take full responsibility for, and control of, the relationship of the IT division and any subsequent changes in supplier of technology based projects.

To succeed, it is essential that the chosen candidate has in-depth experience of Business Re-engineering, strong project management skills and exposure to the latest generation of application tools and how and when best to use them.

With at least 10 years of IT management skills in your portfolio, you will be of graduate calibre, pragmatic and highly committed to delivering this vision of change. A strong record of service delivery would be expected, along with the ability to deliver a clear and firm message that you mean business.

Make no mistake, this is not a job for the faint-hearted, but is certainly the opportunity of a lifetime if you believe that you possess the attributes indicated previously.

Reflecting the importance our client places on this role, the successful candidate can expect to receive an attractive base salary, experienced company car, substantial bonus and other key executive benefits. To apply, please send your CV, including current salary details and daytime telephone number, to the advising consultants, Harvey Nash Plc, 13 Bruton Street, London W1X 7AH. (Tel: 0171-333 0033). Please quote reference HNF148/FT

Also apply via [http://taps.com/Harvey\\_Nash](http://taps.com/Harvey_Nash)

HARVEY NASH PLC

### Project Leader - Financial Systems

## Provide the systems to underpin dynamic growth.

#### Leeds based

#### up to £30,000 pa

General Electric is a diversified technology, manufacturing and services company employing 216,000 people worldwide and generating revenues of more than \$60 billion. In Europe, by excelling in the markets in which we operate and by acquiring new companies, our growth has been particularly dynamic, exceeding even our own expectations. Client Business Services Europe, part of GE Capital, was established a year ago to facilitate this growth by providing a range of financial support services to GE companies in the UK and Europe.

We are looking for a highly talented individual to play a key role in a project to implement the current Millennium financial systems in GE businesses operating across Europe. Travelling extensively throughout the UK and across Europe, you will actively drive the development, implementation and enhancement process, working closely with the Project Manager and a team of Business Analysts.

You will also be expected to provide production support for the systems, including out-of-hours support when required.

This is a fast-paced environment where high-level responsibility and job fulfilment go hand-in-hand; one where initiative, determination and an appreciation of timescales are all critical attributes. To qualify, you will need 3-5 years' appropriate systems experience demonstrating proven development skills in either COBOL (On-time & Batch) or Millennium PDL & SDT. The ability to prioritise and manage software maintenance backlogs is essential, as are the skills to communicate effectively with both technical and non-technical personnel.

The salary and benefits package will reflect your experience and abilities. Please write with full cv, including details of current salary, to Janet Gray, GE Client Business Services Europe, Emco House, 5-7 New York Road, Leeds LS2 7EJ.



GE is an equal opportunity employer

GE Client Business Services Europe

\*Affiliated with General Electric Capital Corporation (GECC) and not affiliated with the English language of the same name

### Leading Change Through IT Business Systems Manager

#### NW London

Turning over £200 million our client is a major player in the UK market and part of a highly successful international group. The issues of enhanced customer service and streamlining business processes are becoming ever more important in the competitive UK market and IT is seen as having a critical on going contribution to make in both areas.

They wish to appoint a mature, technologically aware but commercially focused IT professional to understand their business and then develop and implement an IT strategy that will further enhance their success. The role offers a real opportunity to profoundly influence the company's operations and its commercial performance. Specifically it will involve:

- Project managing the development of an effective IT and communications infrastructure to link nearly 200 sites.
- Working closely with senior management and staff at all levels to critically examine their requirements, business processes and how IT can add value.
- Examining the potential for new IT applications, particularly in Sales, Marketing and Customer Service.
- Developing an effective and flexible MIS framework.
- Establishing strong relationships with, and effective management of, third party suppliers.
- Developing and managing an efficient IT function and its associated budgets.

#### £45-50,000 + Car + Bonus

Suitable candidates will probably be aged 35-45, be of graduate calibre and will combine the intellectual/commercial skills necessary for incisive business analysis with the drive, energy and enthusiasm to implement major programmes of process and systems change. They must have the confidence, commercial awareness and interpersonal skills to establish productive relationships at all levels in the business and a practical "sloves rolled up" approach to problem solving. They should have a strong service orientation to both internal and external customers.

A specific technical or business background is less relevant than the awareness of, and enthusiasm for, the commercial possibilities offered by IT. Candidates could be from a line role or consultancy but should have:

- Experience of managing staff, budgets and suppliers.
- Proven project and change management experience.
- Exposure to MIS and ideally Sales/Marketing systems.
- A familiarity with mid range systems, ideally AS400 or Unix client server environments.

A knowledge of LANs and an awareness of multi-site WAN issues would be an advantage.

Interested candidates should forward a detailed CV, including current salary details and a covering letter explaining why you meet the above criteria to Keith Evans at Michael Page Technology, Page House, 39-41 Parker Street, London WC2B 5LH, quoting reference 270851.



Michael Page Technology  
Specialist Recruitment Consultants

### Innovative, energetic, business facing

## Project Manager

#### Basingstoke

#### £40-45,000 + Car

Our client is a world leader in its field, pursuing innovation in products, technology and services in over 120 countries, with commitment to excellence a guiding company philosophy.

A changing marketplace offers the opportunity for IT to play a key role in helping drive the business through an exciting period of change, and deliver real competitive advantage: central to this strategy is the establishment of a Customer Systems team.

As a result, our client requires an experienced, high calibre individual to manage the implementation of innovative leading edge information systems. Of particular importance is the ability to raise the awareness of IT, identify the potential business benefits of the creative use of technology and manage the business process change. Key responsibilities will include: liaison with users to define the real needs of the business; supplier

selection and ITT; third party relationship management; delivery of effective customer focussed solutions and team management.

The successful candidate will probably be 30+, of graduate calibre, with first rate project management experience covering the whole life cycle, gained at the "sharp end". Experience of supplier management and package selection is of particular interest, as is a background in a customer facing environment, ideally including sales and marketing systems. Of equal importance are first rate interpersonal skills and the potential for further progression within this multinational concern.

Interested candidates should send their CV to Christopher Sale, Director, Michael Page Technology, Page House, 39-41 Parker Street, London WC2B 5LH, quoting reference 271136.



Michael Page Technology  
Specialist Recruitment Consultants





## City Appointments

### City Systems Developers

'C' or C++/UNIX/RDBMS

£25k - £40k + bonus + benefits

NatWest Markets is the corporate and investment banking arm of the NatWest Group and a major player in the global financial markets. They appreciate that sustained global success rests on an ability to turn IT innovation into competitive advantage. As a result, several new projects have been commissioned creating an immediate requirement for additional skilled and experienced Systems Developers with expertise in either the front, middle or back office of capital markets, fixed income, equities, treasury or derivatives businesses.

Such high profile roles represent unique opportunities with promotions and bonuses based on merit.

The principal criteria are:

- ☐ Graduate with 2-5 years' systems development experience.

- ☐ Technical skills including: 'C', UNIX and Sybase (or comparable). C++ would be a distinct advantage.

- ☐ Full lifecycle experience.

Equally important, however, will be your interpersonal and communication skills, drive, flair, self-motivation and commitment to deliver quality business solutions on 'spec' and to schedule.

For more details and an immediate, private and confidential discussion call Martin Thomas or Mark Gilbertson on 0171-253 7172 (office hours) or on 0378 313907 (evenings/weekends). Alternatively send a brief cv, quoting ref 572, to them at JM Management Services Limited, Chandos House, 12-14 Berry Street, London EC1V 0AQ.

NatWest Markets is an equal opportunities employer.

NW

NATWEST MARKETS

### One of the UK's most committed users of IT only has room for the very best

to £50k + Bonus + Car + Other benefits + London

Our client, a major blue-chip organisation, is rightly regarded as one of its industry's most innovative users of IT, and has a far-reaching programme of systems development.

Its balanced blend of mainframe and client server technologies stretches across all areas of business processes and customer services. The combination of a fast-moving industry, demanding business users and a high work load requires a strategy which utilises third party suppliers to augment the in-house delivery capability.

As a result, a number of high-calibre managers are required, with strong business focus, strategic vision, and an approach which is individual yet highly disciplined.

#### IT SUPPLIER MANAGER

A major programme this year is to implement planned, outsourced development to third party software houses. As a consequence, this new position will have overall responsibility for the selection, negotiation and supplier management processes, including the skills transfer for up to 150 development staff. Through all the logistical and contractual complexities you must be able to retain a sharp focus on delivery objectives and user expectations, ensuring suppliers deliver first class solutions and value for money. A proven track record of managing external IT suppliers on major systems development initiatives is essential.

JM MANAGEMENT SERVICES

#### SYSTEMS DEVELOPMENT MANAGERS

Joining the existing high calibre Development Managers, you will take programme management responsibility for the efforts of at least 70 Developers and Project Managers on multiple projects. You will provide strategic leadership, vision and motivation to ensure all deliverables are achieved, on time and within budget.

Your responsibilities will include the management and development of sophisticated relationships with senior business managers. Evidence of an impressive track record of programme or senior project management in a large-scale mainframe environment is a prerequisite.

To apply, please send your CV, quoting ref 571, to our consultant Conrad Hills, at JM Management Services Limited, Chandos House, 12-14 Berry Street, London EC1V 0AQ. Fax: 0171-253 0420. If you have a specific query, please call him on 0171-253 7172 during office hours or on 0374 601911 between 5.00pm and 8.00pm evenings and weekends. E-mail: jmm@dircon.co.uk

### SYSTEMS DEVELOPMENT MANAGER

Fixed Income and Swaps front office

City - to £100,000 plus banking benefits

Our client, one of the leading global financial institutions, requires a senior IT manager to take responsibility for the development and support of systems across fixed income and swaps trading floors.

You will ensure the timely and cost-effective implementation of all systems deliverables, by providing effective project scoping, planning and management services. This will involve leading and developing a team of 30 high-calibre systems professionals via a small team of direct reports, at all times ensuring compliance to the Bank's quality standards. As a key manager in a matrix structure, you will also be responsible for developing relationships with business managers, users, architecture & infrastructure groups, information providers and IT vendors.

With a first-class track record in the successful delivery of front-office applications, you should have an excellent knowledge of the traded markets, in particular of fixed income and interest rate products. Your experience should also include proven line management skills and a solid architectural awareness of client/server technologies, tools & methodologies.

Polished interpersonal skills, strategic vision and a practical attitude will all be essential qualities, together with initiative, goal-orientation and an influential approach.

To make a discrete enquiry, please call Simon Given on 0171-253 7172. Alternatively write to him at JM Management Services Limited, Chandos House, 12-14 Berry Street, London EC1V 0AQ. Fax: 0171-253 0420. E-mail: jmm@dircon.co.uk

JM MANAGEMENT SERVICES

JMMS is the foremost IT recruitment consultancy in the City. We have the best opportunities in the foremost investment banks for all the very best IT people...

like you!

You have recent IT experience in financial markets. We have opportunities for:

- Systems Development Managers, to £100,000 + benefits
- Senior Project Managers, to £80,000 + benefits
- Architecture Specialists, to £75,000 + benefits
- Business Analysts, to £60,000 + benefits
- Analyst/Programmers, to £40,000 + benefits
- DBAs, to £50,000 + benefits
- PC/LAN support professionals, to £35,000 + benefits.

There will be no better chance to optimise your experience and talents. To apply, call Victoria Selby or David Clayton on 0171-253 7172 during office hours or on 0374 601909 evenings and weekends. Alternatively, send your cv, quoting ref: 568 to them at JM Management Services Limited, Chandos House, 12-14 Berry Street, London EC1V 0AQ. Fax: 0171-253 0420 or Email us on jmm@dircon.co.uk

JM MANAGEMENT SERVICES

### Head of Sales Support

Leading US Bank

Excellent Package

London

IT is a crucial differentiator for our client, one of the largest custodians of international assets in the global securities market. Ambitious growth plans for Europe have given rise to this exciting career opportunity to join this successful global custody team.

#### THE POSITION

- ◆ Lead and manage team of client-facing IT professionals. Enable new business opportunities in securities-processing sector.
- ◆ Design and package service products for client organisations. Provide quality client service on an ongoing basis.
- ◆ Build strong relationships with sales teams and clients to encourage further take-up of service and software offerings.

#### QUALIFICATIONS

- ◆ Graduate calibre possibly with further business qualification. Extensive knowledge of securities and customer sales or servicing.
- ◆ Strong systems background in PC and mainframe environments. Successful history in line management; motivational team player.
- ◆ Excellent interpersonal skills. Good written and verbal communicator with ability to negotiate internally and externally.

Please send full cv, stating salary, ref SL60106FT, to NBS, 7 Shaftesbury Court, Chalvey Park, Slough SL1 2ER



NBS SELECTION LTD  
a BNB Resources plc company

N.B.S.

Slough 01753 819227 • London 0171 493 6392  
Aberdeen • Birmingham • Bristol • City  
Edinburgh • Glasgow • Leeds • London  
Manchester • Slough • Madrid • Paris

### IT Auditor/Consultant

City

£ Mkt Rate  
c.4 Years Experience

Our client is the rapidly expanding investment banking subsidiary of a major international banking group. It is at the leading edge of a wide range of financial markets and product areas. The bank's emphasis is on providing value added services to corporate customers internationally, based on creative thinking and providing effective solutions to complex financing problems.

To meet the ever increasing demands on the small, high profile audit team, there is a need to recruit an exceptional IT professional. This is a new role and is both varied and demanding. Its focus will be the planning, performance and reporting of IT operational reviews; helping to meet the broader issues of each project; and assessing new systems. The role will span all business activities and provide exposure to the group's international operations, including

Hong Kong and New York. This opportunity will appeal to an outstanding graduate IT professional, who may also possess a professional accounting qualification. A minimum of 4 years relevant experience is required, within either a consultancy, financial services institution or commercial company. Applicants should be able to demonstrate a diversity of exposure to a broad range of technology, ideally HP-Unix and Novell Netware systems. They should have strong analytical/problem solving skills, the intellectual capacity to generate, absorb and apply new ideas and the ability to formulate and sell practical business solutions.

In addition to an attractive basic salary that will reflect experience, there will be normal banking benefits and the opportunity to develop a career with a world class institution. Training will be provided to supplement prior experience as necessary.

Interested applicants should write to or telephone, in the strictest confidence, Robert Walker or David Craig at Walker Hamill Executive Selection, forwarding a brief resumé quoting ref RW 2150.

WALKER  
HAMILL

108-108 Avenue Street  
St. James's  
London SW1Y 6BB

Tel: 0171 870 4444  
Fax: 0171 870 5657

No FT, no comment.

The Financial Times. The business world's best friend.



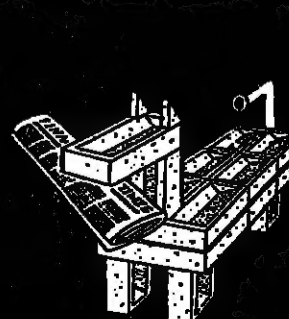
Technology



Business & the law



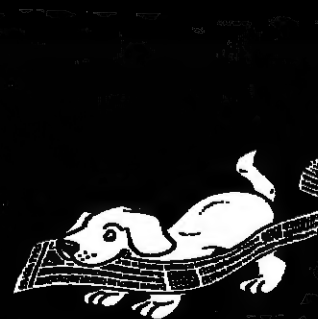
Markets



Property



Environment



Marketing & advertising

هكزامن الاجل





## City Appointments

Global Markets/Equities/Emerging Markets

## Front Office Analyst/Programmers

Business areas include Equities, Fixed Income, FX/MM and Derivatives

Deutsche Morgan Grenfell, the investment banking arm of Deutsche Bank, one of the world's largest AAA rated institutions, operates in over 30 countries with over 7,000 staff.

To achieve our objective of becoming the leading European investment bank and one of the top investment banks in the world, we aim to attract and develop the very best people. This is especially true in London where we are creating Europe's premier financial markets firm.

The Opportunities are to help build front office systems to drive and support our trading activities across a wide range of businesses. For example, roles exist for Senior Business Analyst/Programmers within Global Markets to help develop and implement new FX and MM systems. Within Emerging Markets, we are seeking to recruit a number of Senior Business Analyst/Programmers whose business experience includes fixed income OTC products. Other Business Analyst/Programmer opportunities are available to skilled Analyst/Programmers who can demonstrate knowledge of equities (and related derivatives) and, ideally, risk management systems.

London  
February  
1996

Interested candidates are requested to contact Karen Higginson at McGregor Boyall Associates on +44 (0)171-247 7444. Alternatively, send your CV, quoting reference DGT22, to McGregor Boyall Associates, 114 Middlesex Street, London E1 7JH. Fax: +44 (0)171-247 7475. email: karen@mcgregor-boyall.co.uk

Deutsche Morgan Grenfell

Equities and Fixed Income Settlement Systems  
BACK OFFICE BUSINESS ANALYSTS

City

to £50,000 package + banking benefits

Our client enjoys an enviable reputation as one of the world's leading investment banking groups. To sustain and accelerate its successful trading momentum over the past years, it is determined to attract and retain business-orientated technologists with drive and vision. In particular they are committed to being at the forefront of the move towards global settlement systems. They appreciate that this will require the input of talented analysts who possess the business and analytical skills, preferably accompanied by sound awareness of appropriate technologies, to turn commitment into reality.

The Roles are...

- in two distinct areas: UK/International equities and fixed income
- to work closely with users and technologists
- to analyse requirements and define appropriate systems solutions to them
- to design and implement rigorous user and system acceptance testing strategies

Successful candidates will have...

- excellent interpersonal and communication skills
- a strong business analysis background
- a thorough understanding of the principles and practices of settlement
- proven experience of user and systems testing in a structured environment
- strong product knowledge in either fixed income or equities
- preferably (for the equities role) theoretical and practical familiarity with CREST

For further information, please contact Kevin Dawes, quoting reference KDF101, on +44(0)171-247 7444. Alternatively, send your CV to McGregor Boyall Associates, 114 Middlesex Street, London E1 7JH. Fax: +44(0)171-247 7475. email: kevin@mcgregor-boyall.co.uk

McGregor Boyall

Business &amp; Technology Selection for Financial Markets

TRADING PLACES IN  
THE SQUARE MILE

To gain that vital edge within the competitive world of the financial markets, major investment in I.T is a key factor.

But investment in I.T will only provide that edge if the right people are recruited to deliver the systems.

## The Opportunities

Opportunities exist for Analyst/Programmers, DBAs, Business Analysts and Project Managers to play key roles in the development and delivery of projects covering Treasury, Equities, Capital Markets and Corporate Finance from Front to Back Office.

## The Benefits

With salaries ranging from £35,000 - £80,000 and generous benefit packages, you can expect excellent career opportunities, the chance to develop your business skills and training in new technology.

## The Person

Candidates will ideally be of graduate calibre with a commitment to delivering high quality I.T solutions.

Analyst/Programmers and DBAs will have skills in at least two of the listed technical disciplines.

Business Analysts and Project Managers will have gained their experience in the Financial Markets, and have strong interpersonal and organisational skills.

## How Apex can help you

Established in 1980, Apex have extensive experience of recruiting top flight I.T professionals.

Our team dedicated to recruitment in the Financial Markets has established long term working relationships with the top financial institutions, enabling us to target your skills accurately and provide you with the opportunity you want.

Please contact Julian Bull, John Taylor, Brett Picariello or Graeme Walker for an appointment to find out how Apex can assist you in your next move.



Apex Computer Recruitment Ltd

Boundary House, 91/93 Charterhouse Street, London EC1M 6HR.  
Tel 0171 336 7836, Fax 0171 336 7731, Email 100545.1014@compuserve.com.

## Banking Financial Planners

"Would You Like to do Something Really Different and Really make a Difference?"

to £50,000  
+ Benefits

London  
Based

European  
Travel

We need highly experienced and motivated, financial experts who want to work within banks and financial institutions throughout Europe, guiding senior management to successful implementations of our MIS/Profitability System.

The Product: "ProfitVision/EIS" will allow Banks to determine the profitability of their customer relationships, organisational units, and financial products. It will provide the information needed to motivate pricing actions, compare the performance of funds users and providers, integrate profitability analysis with asset/liability management and enable opportunities to be targeted.

Your Experience: A qualified accountant or banker, who has worked within a financial institution or consultancy for at least 5 years. Knowledge of cost allocation methods, funds transfer pricing, Experience of Client/Server architectures, project management, and able to present concepts and systems at Board level, together with a background of getting the job done!

The Opportunity: These positions are a ground floor opportunity to join a rapidly growing software company, specialising in the implementation of a modern Client/Server based MIS system to financial institutions throughout Europe. Extensive travel will be involved. Full product training will be provided in USA and London.

If you think you can make the difference our customers want, send your CV with a covering letter that highlights your suitability to the address below. If, however, you are not interested in the position, but would like more information on our products, please do not hesitate to contact us.

John Sears, New Albion House, Winchester Walk, London SE1 8AS  
Fax: +44 (0) 171 378 0900; Computerwise: 100237, 413

Amelia Financial Systems

IT BANKING  
CONSULTANT

UP TO £60,000 +  
BANKING BENEFITS

DATA  
WAREHOUSING  
LONDON BASED



European Bank

for Reconstruction and Development

Based in London the European Bank for Reconstruction and Development (EBRD) has a unique challenge: to assist the countries of central and eastern Europe and the former USSR in their transition to market economies. With major investment from many European countries and from many other countries worldwide the EBRD is ideally positioned to meet its challenges. The EBRD supports projects in the recipient countries through funding, taking equity positions, and providing technical assistance.

We are looking for an outstanding professional with the vision to see IT in a business context and the inspiration to develop solutions to our business needs. An integral part of our IT strategy is the implementation of Executive Information Systems based upon the concepts of Data Warehousing. With overall responsibility for this implementation you will need an understanding of the complete business processes, identifying their needs and formulating strategies for change. From this you will develop the best and most cost effective IT solutions which addresses the requirements of the business processes and satisfies the overall IT strategy.

You will also be responsible for selecting, evaluating, and negotiating with third party organisations for the supply of the most applicable products and services available. By working closely with suppliers and business units you will take on the full project management responsibility for development and implementation of the Data Warehousing system.

To meet the challenges of this senior position you will have significant experience in the following areas:

- Practical experience of designing, developing and implementing EIS/Data Warehousing systems using relational databases, ideally in a banking environment.
- Commercial or investment banking gained directly or through specialised consultancy organisations or software houses.
- Implementing new or changing existing business processes.
- Design and project management of IT systems including budget and cost control.
- Management of third party suppliers of IT systems including tendering, selection, contract negotiations, quality and cost.

As an international, multicultural organisation we are especially interested in applications from foreign nationals who have good English language skills as well as the experience described above.

The opportunity to develop your career is complemented by a highly attractive salary, full banking benefits, and a comprehensive relocation package when applicable.

To apply please telephone Bob Sheppard or send your CV in English to him, quoting reference number EBRD/1259, at McCourt Consultants Limited, 66-68 St. Mary's Lane, Reading, Berkshire, England RG1 2LG.

Telephone: +44 (0)1734 509441  
Fax: +44 (0)1734 567536  
E-mail: bob@mcourt.co.uk  
E-mail: 100634.1457@compuserve.com



McCourt Consultants Ltd



City Appointments

CORNEY &amp; BARROW

## IT Professionals Working in the

City

## Win a case of ECHEZEAUX 1991

(Domaine de la Romanée - Conti)

To mark the launch of this new Recruitment section, visit your local Corney & Barrow Wine Bar today for more information on the types of job you can expect to find weekly under the City IT heading. Take along your business card and enter a prize draw to win a case of this very rare vintage wine and pick up your free copy of today's FT. Every Wednesday from today the FT is IT in the City

CORNEY &amp; BARROW at Lloyd's of London

- Monument • Fleet Place • Exchange Square • Canary Wharf
- Royal Exchange • Broadgate • Cannon Street



## TOP OPPORTUNITIES

### SENIOR POSITIONS IN GENERAL MANAGEMENT

WEST BROMWICH  
BUILDING SOCIETY

## Chief Executive

### Excellent Package

Attractive role for a dynamic Chief Executive to lead development of a successful and growing building society.

#### THE SOCIETY

- ◆ Strongly performing, well-established Society, committed to mutual status.
- ◆ Comprehensive and integrated mortgage and personal financial services.

#### THE POSITION

- ◆ Board position fully responsible for Society's total management.
- ◆ Develop and implement policies to maintain Society's independence.
- ◆ Sustain improvements in efficiency. Consolidate and grow business organically and through acquisition.

#### QUALIFICATIONS

- ◆ Highly experienced executive, a proven leader with first-class record of achievement and experience of UK mortgage market.
- ◆ Strong interpersonal skills, able to relate to staff at all levels.
- ◆ Energy, drive and vision. Decisive. Able to formulate and implement strategy and change to improve society's medium and long-term performance.

Please send full cv, stating salary, ref B1602A1, to NBS, Berwick House, 35 Livery Street, Birmingham B3 2PB



NBS SELECTION LTD  
a NBS Resources plc company



Birmingham 0121 233 4656 • London 0171 493 6392  
Aberdeen • Birmingham • Bristol • City  
Edinburgh • Glasgow • Leeds • London  
Manchester • Slough • Madrid • Paris

## HEAD OF MARKETING- DUBLIN

ca. IR£65,000

Our client, a major provider of Financial Services in Ireland, is seeking to recruit a Head of Marketing.

Reporting to the Director of Sales & Marketing, the appointee will be responsible for the development of all aspects of marketing strategy from research, through planning, development and implementation. This would involve management of a dynamic and talented team of marketing professionals and the motivation of management colleagues throughout the organisation in the achievement of ambitious growth and profit targets.

We are seeking a person with an outstanding marketing track record, preferably in a financial services environment, proven management ability, the capacity to manage projects in a large organisation and excellent communication and leadership skills. Familiarity with emerging technologies in the financial services sector would be an asset.

This is an outstanding career development opportunity with a leading Irish corporation.

Please apply in strict confidence, enclosing a comprehensive c.v. to:



Patrick J. Feeney,  
Orion Executive Search & Selection Limited,  
121, Lower Bagin Street, Dublin 2.  
Tel: -353-1-676 4755.  
Fax: -353-1-676 4746.

## ALMATY • BUCHAREST • PRAGUE • TASHKENT • WARSAW

With operations in over 160 countries spanning 5 continents, and a group turnover in excess of US\$ 4 billion, this FMCG multinational has clearly established market leadership in its core areas of business. This has been achieved by maintaining a highly focused approach to the international marketing strategy of their brands. Due to continued expansion and internal promotions, these senior and highly influential positions have been created.

### COUNTRY MANAGERS

Reporting to the Regional Manager you will have full P+L responsibility and will spearhead the next phase of growth. You will build on a strong sales and marketing strategy whilst exploiting new business opportunities.

To succeed you will require:

- international experience gained in a developing market
- sound knowledge of marketing, brand positioning and business development
- strong leadership and influencing skills
- the ability to foresee and realise commercial trends within a fast moving competitive environment
- fluency in any second language

These are outstanding opportunities to positively impact upon the success of a global FMCG group. In addition to an excellent salary and expatriate benefits package you will clearly have the opportunity of unlimited international career progression within the region and globally.

Applicants should apply immediately to Robert Macmillan or Fiona Davidson, stating current remuneration and quoting reference number RM 3051 at Nicholson International (Search and Selection Consultants), Bracton House, 34-36 High Holborn, London, WC1V 6AS England. Alternatively telephone +44 171 404 5501 for an initial discussion or fax your details on +44 171 404 8128.

Australia Austria Belgium China Czech Republic France Germany Holland Hong Kong Hungary India Israel Italy Poland Romania Russia Spain Turkey

### HUMAN RESOURCE MANAGER

Based in Warsaw, you will develop and implement a total Human Resource strategy for Poland. Working as an integral member of the senior management team you will focus initially on manpower planning, I.R. and training.

To succeed you will require:

- a generalist H.R. background with specific skills in I.R. or a legal background focused on Polish employment law
- the ability to structure a company for rapid commercial growth
- the capacity to instinctively understand key personnel issues in an environment of rapid change
- strong planning, analytical and numerical skills
- fluency in English and Polish



NICHOLSON  
INTERNATIONAL  
UK

## BANKING FINANCE & GENERAL

### Investor Derivatives – Distribution

Highly competitive base salary

London based

Two senior sales professionals are sought by a major AA rated European investment bank to join their existing derivatives team. Covering a Swiss/French or Italian client base, successful candidates will provide a comprehensive product service including structured notes and investor derivatives.

#### Job Specification

- ◆ Establish and develop a client base in Continental Europe providing a comprehensive range of interest rate and currency derivatives including swaps, interest rate options and structured MTNs.
- ◆ Develop ideas, in conjunction with analysts and traders, in order to create innovative products to fulfil client needs.
- ◆ Maximise the wide range of capabilities in terms of currency options and fixed income instruments made available by the institution.

#### Candidate Requirements

- ◆ Educated to at least degree standard, possibly with a post-graduate qualification in finance and management.
- ◆ Fluent in English and French or Italian.
- ◆ At least 3 years' specific experience in this sector, together with a proven track record and an existing client base.
- ◆ An excellent knowledge and understanding of derivatives and the ability to liaise between clients and traders.

Interested candidates should contact either AVRIEL HAMMILL or COSTA KARVELAS.

### Devonshire executive

International business recruitment specialists  
7 Brixton Lane, London SW9 6RY. Tel: 01773 826 2330 Fax: 01773 826 2332. E-mail: info@devonshire.co.uk

## COMPLIANCE OFFICER

To £40,000 + car London

One of the UK's most successful, best known financial institutions, Prudential, is building an enterprise which will make a lasting impact on the financial services market. Our new venture will offer banking services to customers over the phone, and we need a Senior Compliance Officer to join us.

You will provide compliance advice in relation to product literature and operational procedures, covering issues such as Bank of England, consumer credit and FSA requirements. Your responsibilities will extend to monitoring and auditing procedures, and interfacing with regulatory bodies and other compliance areas. In addition, you will assist in legal and company secretarial matters as they arise.

You will preferably have experience of a banking environment or the telephone selling of bank and investment products. Flexible and confident, you should be proactive with a determination to accept early responsibility. You should also be either a lawyer or be interested in pursuing legal issues outside the scope of compliance.

If you have the stature and credibility to drive a new business forward, please write with your c.v. and covering letter quoting reference number 530 to NBS Assessment Services, 103-105 Jermy Street, London SW1Y 6EE.



## INSTINET A REUTERS COMPANY

### Senior Asia-Pacific Equity Sales Trader

Instinet, a subsidiary of Reuters Holdings plc since 1987, with annual revenues exceeding £200 million, is one of the world's most active securities brokers. Combining advanced technology and traditional brokerage, Instinet helps fund managers, brokers, market makers and exchange specialists achieve best execution in over 30 countries world-wide.

Instinet executes client trades in all the main Asia-Pacific markets and has established offices in HongKong and Tokyo to facilitate this business. Due to the rapid growth of this business and current expansion plans, Instinet is looking for an experienced senior Asia-Pacific sales trader to service UK and European institutions from London.

The ideal candidate will have at least 5 years experience sales trading the main Asian markets, either with an established institutional broker and/or on a buy-side institutional dealing desk. Whilst the technology that Instinet uses is not complex, candidates should be PC literate and have a sound working knowledge of Microsoft Excel and its use in dealing rooms. Candidates should be self-motivated and eager to participate in a rapidly growing and evolving Asian business.

An attractive remuneration package is offered.

Interested parties should send a detailed resume to:

Mr Leslie J Brady MSI  
Instinet UK Limited  
Commodity Quay,  
East Smithfield London E1 9UN

All responses will be dealt with in confidence. Strictly no agencies.

## UK INSTITUTIONAL EQUITY SALES £NEG. NORTH WEST

Charterhouse Tilney Securities Limited is the stockbroking arm of the Charterhouse investment banking group and one of the leading UK agency brokers. The Institutional team operates from dual locations in London and Liverpool. The sales team works with in excess of 500 institutional clients, and the research function covers over 80 per cent. of the UK market.

We are now seeking to expand the Liverpool-based Sales Desk with an experienced UK institutional salesperson. You should already have a proven record in institutional sales with the technical ability and interpersonal skills to promote and communicate our research and investment ideas.

The position has excellent progression potential and financial rewards are considerable. Please write with full career history and current remuneration details to:

Neil Herbert, Personnel Manager, Charterhouse Tilney Securities Limited  
1 Paternoster Row, St Paul's, London EC4M 7DH. Quoting Ref. NH0702.

Charterhouse Tilney Securities is Regulated by The Securities and Futures Authority and is a Member of The London Stock Exchange.

## The Top Opportunities Section

Advertise your senior management positions to Europe's business readership.  
For information please contact:

Robert Hunt

+44 0171 873 4095

## JAPANESE INTERBANK SALES PROFESSIONAL

LONDON

A leading City-based international capital markets subsidiary is seeking an experienced swaps and derivatives sales and marketing professional to cover Japanese financial institutions.

The position offers a varied and challenging opportunity in dealing with complex financial products and transactions.

The successful candidate will possess solid relationship management, communication and presentation skills, with particular expertise in dealing with Japanese clients, and a proven ability to develop new business. The successful candidate will have a track record of at least two years.

Fluency in Japanese and English is required. Ideally, the successful candidate will possess relevant qualifications to MBA level.

This is an outstanding opportunity for an ambitious candidate and the rewards include very competitive financial remuneration.

To reply, please write with a detailed resume to  
Box A5275, Financial Times, One Southwark Bridge, London SE1 9HL

مكاتبنا في لندن



**NU-WAY**  
MAKING A WORLD OF DIFFERENCE  
**WOLSELEY**  
The name behind the network

# FINANCIAL TIMES COMPANIES & MARKETS

THE FINANCIAL TIMES LIMITED 1996  
Friday February 9 1996

For a wealthier business  
and a healthier life  
phone Robert Hartley on 01952 293262  
**Telford.**

## IN BRIEF

### Ericsson advances 36% in full year

Ericsson, the Swedish telecoms equipment supplier, brushed aside recent investor worries about mobile telephone markets. It reported a 36 per cent jump in profits to SKr7.6bn (\$1.08bn) in 1995 and reaffirmed its confidence that rapid global growth in demand for mobile phones would continue despite a weaker trend in the fourth quarter of last year. Page 21

### Flotation rise may revive Milan exchange

Despite Milan being one of the worst performing stock exchanges in 1995, last year saw a marked increase in the number of flotations, and the bourse's supporters believe the trend may continue this year. Page 28; Brembo poised to beat flotation forecast. Page 28

### Houghton to retire as Corning chairman

Mr James Houghton, chairman of the US industrial group Corning and great-grandson of the founder, is to take early retirement. Mr Houghton, 58, will be replaced as chairman and chief executive by Mr Roger Ackerman, chief operating officer. Page 28

### Chrysler/Kerkorian clash set to intensify

An escalation in the hostilities between Chrysler and one of its biggest shareholders, Mr Kirk Kerkorian, appeared more likely after the US carmaker rebuffed the billionaire investor's call for representation on its board. Page 28

### Samsung Electronics sees rise to \$4.1bn

Samsung Electronics, the world's largest producer of computer memory chips, said it hoped to achieve a pre-tax profit of Wn3,200bn (\$4.08bn) in 1996 after it reported provisional net earnings of Wn2,500bn for 1995. Page 29

### Transglobal test for Bank of Scotland

Now that the flotation of BankWest, the former state-owned Australian regional bank, is over, the spotlight turns on how its new owner, the UK's Bank of Scotland, proposes to manage it - a task hardly facilitated by the 9,000-mile gap between Perth and Edinburgh and an 8-hour time difference. Page 29

### BT outstrips highest forecasts

British Telecommunications reported better than expected third-quarter results with a 26 per cent growth in profits before tax to £282m, £29m ahead of the most optimistic of analysts' projections. Page 30

### Closure costs hit News International

The closure of the Today newspaper cost News International £43.1m, the company revealed yesterday, when it reported a steep decline in half-year pre-tax profits from £261.9m to £189.5m. Page 30

### Foreign investors drive Bombay rally

A surge of foreign buying sent Bombay up 5.5 per cent, lifting the Sensex index by 178 points to 3,380.04 in the market's best one-day rise since September 1994. Bombay traders said foreign institutional buyers were behind the rally, encouraged by the steady rise of the rupee at Rs37 to the dollar. Back Page.

### Companies in this issue

AT&T	25	Gaz de France	27
Airbus	25	Henkel	27
Alcatel	25	Hong Kong Telecom	4
Anglo American Corp	25	Hydro-Quebec	27
Apple Computer	25	Imperial	28
Ashland	25	Irish Group	25
BAE	25	MAI	25
BankWest	25	MacMillan Bloedel	25
Bank of East Asia	25	Mitsui	25
Bank of Scotland	25	Nynex	25
BNP Paribas	25	Ontario Hydro	25
Bombardier	25	Parolex	25
Brembo	25	Phillips	25
British Aerospace	25	Power Corporation	25
British Gas	25	Premier Industries	25
Chrysler	25	Preussag	25
Citigroup	25	Samsung	25
Cleantech	25	Samsung Electronics	25
Colgate-Palmolive	25	Schwarz Pharma	25
Comcast	25	Solvay	25
Comstar	25	Sony	25
Corning	25	Standard Life	25
Deimler-Benz	25	Tambong Timah	25
Endesa	25	Telcel	25
Ericsson	25	Unidemark	25
Farnell Electronics	25	Union Bank of Norway	25
Fokker	25	United News	25
GAN	25	ZDF	25

### Chief price changes yesterday

FRANKFURT (DAX)		THURSDAY (DAX)	
Alcatel	419 + 6	Alcatel	131.9 + 5.8
AT&T	770 + 15.5	BNP	188.8 - 7.9
BAE	207.9 + 8.3	BNP Paribas	313 - 18.2
BAE	555 - 12	BNP	376.3 - 37
BAE	555 - 12	BNP	376.3 - 37

## Regulator backs Cigna restructuring

By Richard Waters in New York and Ralph Atkins in London

Cigna, the US insurer, yesterday won regulatory backing for a restructuring plan which could set a precedent for insurers wanting to put old environmental and asbestos risks behind them.

The state insurance commissioner in Pennsylvania, where Cigna is based, agreed Cigna's plan to put policies under which it is likely to face billions of dollars of claims into a separate "run-off" company. The approval was despite vociferous opposition by some rivals.

Lloyd's of London is seeking UK approval for a similar exercise, involving the transfer of about £15bn (\$24m) of mainly US environmental and asbestos liabilities into a new reinsurer, Equitas.

Cigna's plan was a cause celebre in the insurance world because of its size, prominence and the difficulties in estimating US pollution and asbestos-related liabilities.

The fact that regulators were prepared to accept actuarial estimates on the reserves Cigna needed could provide an important pointer.

"It is a very interesting model that could be used by others," said Mr Gerald Isom, head of Cigna's property/casualty operations. Approval came only after Cigna agreed extra financial support for the new company, reducing the risk that it would be unable to meet future claims.

However, opposition to the scheme from other parts of the industry continued. Some insurers fear that, if the new company is unable to meet future claims, state compensation funds will have to make up the shortfall. Most state funds are financed by levies on insurance companies.

American International Group, the New York-based insurer which has led a campaign against the plan, hinted it would take further legal action to try to block it. "We are others continue to feel strongly that our previously expressed position

about this transaction is correct," it said.

The New York insurance department, which regulates insurers in the state, said: "We do have problems with the concept." But it pointed out important differences between Cigna's proposals and Lloyd's plans for Equitas. At Lloyd's, the Names - individuals whose assets have traditionally supported the insurance market - would become responsible for liabilities should Equitas fail.

Cigna claimed that its restructuring had resulted in a far greater degree of regulatory scrutiny of its potential environmental liabilities than other insurers. "Other companies should have a full vetting of their (asbestos and environmental) exposures, as we have had," Mr Isom said.

Under regulatory pressure, Cigna has agreed to meet up to \$80m of claims if the new company runs low on funds, rather than the \$50m it originally intended. But Mr Isom said the extra reinsurance "is nothing more than our willingness to verify that we are behind this in total". He added: "We still don't see any way that any of this...will ever be needed."

Cigna also disputed complaints from opponents that the true scale of its environmental and asbestos exposures had been kept secret, making it impossible to assess whether the new, run-off company would be able to meet all claims.

"There is more information about Cigna's asbestos and environmental liabilities on the public record than any other company in the industry," said Mr Jim McLean, the company's attorney.

The advantage to insurers of splitting off old and new insurance policies is that the ongoing operations can concentrate on developing the business unencumbered by uncertainties relating to the past. It can also help to improve credit ratings.

In addition, proponents argue that having management teams dedicated to servicing old policies allows better handling of claims and assets.

## Sony rises 25% but warns of slower overseas demand

By Michio Nakamoto in Tokyo

Sony, the Japanese consumer electronics manufacturer, yesterday unveiled a 25 per cent rise in third-quarter pre-tax profits, but warned that a slowdown in overseas markets - particularly in the US - would result in weaker full-year earnings than expected.

US demand for computer-related equipment had weakened, and the group's US music unit had also performed less well than expected. Although Sony claims that the *HIStory* album by Michael Jackson, one of its most expensive and most popular artists, is selling well, the album has not received widespread critical acclaim in the US.

On the brighter side, buoyant demand for computer-related components and its video games machines lifted Sony's consolidated results in the third quarter. In the three months to the end of December, pre-tax profits rose to ¥78.9bn (\$697m) from ¥69.2bn a year ago on sales that grew 18 per cent to ¥1,342.9bn.

The company's popular 64-bit video game system, the PlayStation, contributed significantly to the improved results. The highly successful game machine has sold more than 3m units worldwide since its launch just over a year ago.

New products, such as digital camcorders, also helped expand sales. Sony has been one of the first companies to launch digital camcorders which offer high quality video that can be recorded over repeatedly without loss of quality. Video equipment sales advanced 9 per cent.

Following a recent trend, products other than its traditional audio-visual equipment, such as CD-ROM drives and telephones, showed the strongest rise in demand.

Sales in Sony's non audio-visual division climbed 56 per cent, compared with a rise of under 2 per cent in the audio division. Strong computer display sales contributed to a 13 per cent rise in the television division.

Sony said that, overall, its entertainment business enjoyed strong operating income during the third quarter, primarily from improved earnings of the motion pictures group. The turnaround for the group, which showed an operating loss a year earlier, was helped by successful television syndication in the US, favourable home video performances and management efforts to control costs, Sony said.

## Battle for German audience ratings intensifies Kirch and ZDF in US film deals

By Judy Dempsey in Berlin

The Kirch Group, Germany's powerful media conglomerate, and ZDF, the second state television network, have separately clinched large film deals with US studios in a bid to gain more share of a television advertising market with revenue worth an estimated DM6bn (\$4bn) this year.

The deals to show films of Columbia TriStar, a Sony subsidiary, and Hearst Entertainment respectively are aimed at capturing a new and younger audience while retaining the older generation. They coincide with a bitter struggle among the state and private commercial television networks for higher audience ratings.

They also reflect how Germany is becoming one of the most important customers for US film producers. "The German market is the largest and one of the fastest growing in Europe," said Mr Jon Feilheimer, president of Sony Pictures Entertainment (SPE).

Kirch would not disclose the cost of the deal with Sony but analysts believed the package could exceed DM1bn.

Columbia TriStar International Television (CTIT), a subsidiary of SPE, this week signed a long-term licensing agreement with Munich-based Kirch group.

## UK media groups agree £3bn merger

By Patrick Harverson and Raymond Snoddy in London

The prospect of a takeover wave in the UK media industry came closer yesterday when United News and Media, publisher of the Daily Express, agreed a £3bn (\$4.6bn) merger with MAI, the broadcasting and financial services group which controls two independent television companies.

The coming together of groups owning national newspapers and ITV companies anticipates the passage of a deregulatory Broadcasting Bill now before parliament, which will allow most newspaper groups to take over television companies, and vice versa, for the first time.

The merger, if it goes ahead, would bring together a variety of media companies ranging from national and local newspapers to Meridian and Anglia Television, plus a stake in Channel 5 Broadcasting.

Lord Stevens, the Conservative peer who is chairman of United will become chairman of the enlarged group and Lord Hollick, the Labour peer who is managing director of MAI will become chief executive of the new company which has yet to be named.

Lord Stevens said: "Our businesses are complementary and together will form a major force in one of the fastest growing sectors in the world."



Columbia TriStar's library includes 'Lawrence of Arabia'

Under the terms of the merger, MAI shareholders will receive 64 United shares for every 100 held, while holders of MAI convertible preference shares will receive 341 United shares for every 1,000 held. When the deal is completed, United and MAI shareholders will own 50.7 per cent and 49.3 per cent respectively of the combined group.

The "warehousing" device that is necessary to allow the deal to go ahead involves transferring the shares into two new subsidiaries of United that will be part-owned by UBS, the group's broker.

The City reacted positively to the merger news and analysts said the deal made good strategic sense, although several called it a defensive move to pre-empt bids from rival media groups. Shares in both companies rose sharply: United closed up 28p at 653p and MAI rose 69p, or 18 per cent, to 448p.

Interim results for MAI announced yesterday showed a 7 per cent increase in pre-tax profits to £82.7m. Lex, Page 24

## British Gas row with watchdog could complicate demerger

By Robert Corzine in London

The timing of British Gas's demerger is likely to be complicated by a pricing dispute between the company and Ofgas, the industry regulator, which seems certain to be referred to the Monopolies and Mergers Commission.

Ogas has proposed to British Gas a change in the way the regulator calculates a price formula which could wipe hundreds of millions of pounds off the revenues of Transco, the monopoly pipeline network at the heart of British Gas.

The pipeline is also the main asset of International Transco, the larger and more financially robust of the two new companies to be carved out of British Gas under a demerger plan unveiled earlier this week.

British Gas can demand an MMC review of the Ofgas proposal but this could complicate its demerger plan to split itself into two. Analysts would have difficulty putting an accurate valuation on Transco until an MMC inquiry was completed, which could be as late as summer 1997.

Ogas wants to cut by about £300m (\$462m) a year the revenues that Transco can retain for future investment. In exchange it would guarantee Transco higher revenues closer to the time when the investment is actually made. The watchdog proposed dropping the accounting principle of depreciation, in favour of a system which would link Transco's prices and revenue directly to cash flow.

"There is a big divergence between us," said Ofgas yesterday. Ogas must make a decision

on the formula by June. An MMC inquiry could take six to 12 months.

Ogas said the new formula will "fund all of Transco's activities". But "we might not allow them to use the pipeline revenues to fund the company's other, [non-regulated] activities."

Under British Gas's demerger plan Transco will be teamed with the exploration and production company, a high-risk venture, and its international gas operations.

Ogas is concerned that British Gas might squander the excess cash from Transco.

It also contends that technical advances, such as the replacement of old, cast iron pipe with long-lasting plastic pipe, reduces the company's future investment needs. Lex, Page 30

## Standard Life opposes Farnell bid

By Christopher Price, William Lewis and Norma Cohen in London

Farnell Electronics' attempts to gain shareholder approval for its £1.5bn (\$2.7bn) agreed takeover of Premier Industrial Corporation of the US suffered a setback yesterday when Standard Life announced it would vote against the deal at next week's extraordinary meeting.

The UK life assurance group, which holds 2 per cent of Farnell of the UK, issued a statement detailing its opposition to the merger of the two electronic component distributors. Mr Guy Jubb, Standard Life corporate governance manager, said yesterday: "This deal is not in the best interests of Farnell shareholders. It is too high a price and we can

see no financial justification for shareholders to support it."

However, Fleming Investment Management, the fund management group which speaks for about 6 per cent of Farnell, came out yesterday in favour of the merger. "We are voting for it and are very happy with it," said Mr Peter Seabrook, Fleming chief investment officer.

The public split among the institutions reflects the controversy surrounding the takeover, which would create the third largest electronic components distributor in the world.

Farnell's proposed takeover of Premier - a company 1½ times its size by market capitalisation - must gain the support of 75 per cent of shareholders voting at next Thursday's meeting.

A survey by the Financial

Times last week suggested that more than 10 per cent of Farnell shareholders were likely to vote against the deal.

Given the generally low turnout at company meetings - typically under 40 per cent - the prospects for approval appear under threat.

However, Farnell management, led by Mr Howard Poulson, chief executive, has been making more than 60 presentations to shareholders in the past fortnight, pointing to the strong industrial logic of the merger, while suggesting that fears over earnings dilution have been exaggerated.

One institution, which holds just under 2 per cent and had been intending to vote against, said yesterday that it had now decided to vote in favour.

Lex, Page 24

### Industry Knowledge and Corporate Finance Expertise

**WELSH WATER PLC**  
£870,000,000  
Recommended offer for South Wales Electricity plc  
Adviser to Welsh Water PLC

**NORWEB**  
£1,800,000,000  
Offer by North West Water Group PLC  
Adviser to NORWEB plc

NatWest Markets acted as financial adviser in both of the cross-utility mergers completed in the UK, successfully combining strategic advisory expertise and in-depth industry knowledge with the ability to act as principal.

For further information please contact:  
David Barclay on 0171 375 5000.

**NATWEST MARKETS**  
Incorporated by National Westminster Bank PLC, regulated by The Securities and Futures Authority.



## INTERNATIONAL COMPANIES AND FINANCE

## EUROPEAN NEWS DIGEST

## Philips in Fl 740m ASM share offer

Philips, the Dutch electronics group, is to raise up to Fl 740m (\$450m) through the sale of a second tranche of shares in ASM Lithography, its Dutch associate company which makes "wafer steppers" used by semiconductor manufacturers to produce integrated circuits.

The sale, which follows ASM Lithography's successful initial public offering on the US Nasdaq exchange and in Amsterdam in March 1995, is expected to lead to a big extraordinary gain for Philips in its 1996 accounts.

The first tranche was largely responsible for a Fl 200m extraordinary gain reported in the first quarter of 1996. Since then, ASM Lithography's shares have surged, reflecting investor interest in technology stocks. The shares, floated at Fl 23.50, were trading yesterday above Fl 78.50.

Philips will sell 8.5m shares and offer the underwriters, led by CS First Boston, an over-allotment option of 1m additional shares. This means Philips could raise up to Fl 740m before costs. ASM Lithography will also be offering 1.5m new shares for sale. If underwriters exercise their option, Philips' stake in ASM Lithography will fall from 58.7 per cent to 28.7 per cent.

Ronald van de Krol, Amsterdam

## Clariant sales decline 8%

Clariant, the Swiss chemicals group which was spun off by Sandoz last year, saw its 1995 sales decline to Sfr2.15bn (\$1.78bn) from Sfr2.33bn a year earlier. This represents an 8 per cent decline in Swiss francs but a 3 per cent rise when adjusted for local currencies. It added that it expected increased sales in local currencies in 1996 as well as Swiss francs.

The company also predicted that operating margins and earnings would improve. Clariant pointed out that operating margins improved in 1995, despite negative currency effects and declining economic growth rates.

Textile dye sales declined to Sfr643m from Sfr774m a year earlier, with textile chemical sales easing to Sfr335m from Sfr400m. Leather sales also dropped, to Sfr211m from Sfr228m in the period, with paper sales ahead to Sfr299m from Sfr289m.

Clariant said its textile dyes operations managed to stabilise European sales levels despite structural problems in the European market. Other markets, including the US and Asia, showed further weakness. Leather sales saw continued good business developments in Italy and China, as did the paper segment.

AFP, Basel

## Schwarz Pharma confident

Schwarz Pharma, the German drugs group, expects to post a 10-15 per cent rise in sales and profits in 1996. The group said that for the first time it expected its foreign sales to outpace domestic sales. Group sales in 1995 rose 15.3 per cent to DM1.01bn (\$684.3m).

Negative currency effects, however, cost the group DM34.7m in sales, the group said. The group said that its net profit for 1995 outpaced its forecast for DM71.9m, partly due to special effects.

Reuters, Mannheim

## Norwegian bank ahead

Union Bank of Norway, the country's biggest savings bank, posted a 1996 after-tax result of Nkr1.07bn (\$186.7m) as a result of low loan losses and high capital gains.

The result beat market expectations. It corresponded to a return on equity of 20.9 per cent and meant a 52 per cent increase on the 1994 after-tax profit of Nkr704m.

"The extremely low net loan losses made a strong contribution to the good result," the bank said. "Capital gains were also satisfactory."

Reuters, Oslo

## Italian expansionists welcome investors' firm grip

Newly quoted mid-sized companies provide clear accounts and good growth potential, says Andrew Hill

Something is stirring on the Milan stock exchange, one of the world's worst performing equity markets in 1995.

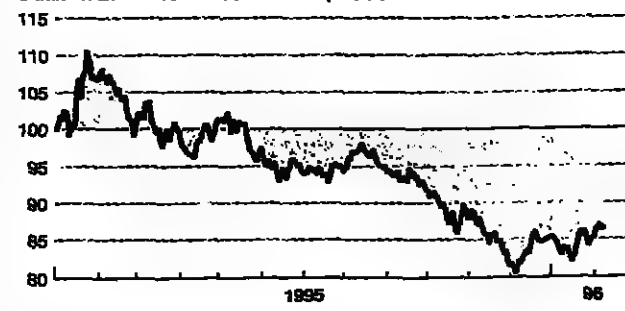
Despite Milan's dismal performance, last year saw a marked increase in the number of flotations, and the bourse's supporters believe the trend may continue this year, revitalising a listing long dominated by banks, insurers and financial holding companies.

The list of Italian quoted companies has remained stable at between 200 and 230 groups for the past decade, even though overall market capitalisation has tripled.

In spite of the stock exchange authorities' best efforts to modernise, expand and make the market more transparent, some of the most admired large companies in Italy - for example, Barilla, the pasta group, Ferrero, the confectionery and foods group, and Riva, the steelmaker - are still firmly in family hands. Until recently the authorities had also had only limited suc-

## Milan

Comit index relative to FT/S&P-A Europe ex UK



Source: FT Data

cess in encouraging dynamic small and medium sized companies to come to the market. But 14 new companies came to the market last year, the highest number since 1983, and others plan floats this year.

The 1995 list was led by Eni, the state-controlled oil, gas and chemicals group, floated in November in Italy's largest privatisation offer to date, and included a clutch of banks. More important, last year also saw the arrival of a number of medium-sized companies, many of them fast-growing manufacturers and exporters.

All the public offers of shares in these smaller companies were oversubscribed, with foreign institutions among the buyers, and in several cases their stock has since risen strongly in defiance of the gloomy market background. Shares in IMA, a Bologna-based manufacturer of packaging machinery, and Brembo, a maker of brake components, have outperformed the Comit index of Italian equities by more than 40 per cent since their flotation last summer.

According to Mr Andrea Ruggeri, an analyst with Goldman Sachs in London, the

interest of foreign investors - notable absentees from the rest of the Italian market - is easily explained: "The Italian market lacks growth, and these companies are coming to the market with the prospect of delivering good growth."

Other analysts say foreign investors are weary of trying to understand the tangle of barely transparent holding companies which weigh on the Milan indices. Newly quoted medium-sized companies provide clear accounts and an opportunity to invest in a single sector, reviving the image of Italy's listed companies as other stocks disappear through mergers, takeovers or, less often, bankruptcy.

A range of short-term incentives for stock market quotation of medium-sized companies has encouraged the listing trend - and started a race among international investment banks to handle placings.

According to bankers, the risk is that as the end-of-1997 deadline for obtaining incentives draws nearer, lower-quality companies will be tempted into flotation for the wrong

reasons, such as covering up for financial deficiencies.

Those in the recent wave of new entrants, however, were already well-prepared for the market. "In the past we had obtained growth through self-financing," says Mr Alberto Schiavi, chief executive of Giovanni Crespi, a manufacturer of synthetic materials, which launched a public offer of shares in October. "Now we have the capacity to grow in all our three industrial sectors. By going to the market we think we can use our internal potential better."

Apart from obliging medium-sized companies to present audited accounts and pay dividends to outsiders, stock market listing imposes new demands on management used to working within a more relaxed family framework.

Mr Francesco Trapani, chief executive of Bulgari, the jeweller and watchmaker which floated 30 per cent of its shares last year, says it is "third-party investors who force the company to perform".

"Because they don't have to respond to someone on results, family companies sometimes risk losing a little discipline, doing things which aren't very useful and hiding behind the excuse that they are doing things for the long term," he claims. "A balance between long-term and short-term planning - between family and financial investors - is positive for a company."

Indeed, there is some evidence from the past 12 months that investors look for a majority shareholder as a guarantee of stability. The principal shareholders of Stayer, a Ferrara-based manufacturer of electric tools for do-it-yourself, gardening and carpentry, believe the decision to float



Going up: new stocks have easily outpaced Milan's Comit index

more than half the company last July may have been one reason for the disappointing performance of its shares.

They formed a shareholder pact in December in an attempt - as one core shareholder puts it - "to reaffirm our long-term commitment at a moment when the share price was not going too well".

Advocates of stock market flotation like to point out that a listing may help families

manage transfer of control from one generation to another - a phase which is sometimes fatal to the company.

But it will still be a while before Italian families agree to loosen their grip entirely. After all, many of Italy's largest and best-known quoted companies, such as Fiat, the automotive group, or Benetton, the clothing manufacturer, are directly or indirectly controlled by their founding families.

Andrew Hill

## Newcomer Brembo poised to beat flotation forecast

Brembo, a fast-growing manufacturer of brake systems and components, is typical of many of the companies which have joined the Italian stock market in the last 12 months.

It has a strong international presence - 70 per cent of annual turnover is generated outside Italy - and a recent history of collaboration with outside investors; yet the founding family remains in majority control of the group.

Based near Bergamo, in northern

Italy, the company supplies brake systems for cars, motorcycles and commercial vehicles, including high-performance marques such as Ferrari, Porsche, BMW and Mercedes in cars, and Ducati and Triumph for motorcycles.

The company came to the market last year through a combined sale of existing shares - part of an investment taken in September 1993 by closed funds controlled by Baring, the UK merchant bank - and a capi-

tal increase. The family of Mr Alberto Bombassei, the chairman and son of the founder, now owns some 57 per cent.

Six months on, Mr Roberto Vavassori, Brembo's planning director, says the group is more than satisfied with the outcome of the offer and the increased attention now paid to the group by European and US investors. The proceeds of the flotation enabled Brembo to reduce debt from 30 or 35 per cent of net equity to less

than 10 per cent, and the shares now trade at around L11,500, against an offer price of L11,500.

Brembo was already used to working with outside investors. Over a decade from 1983, Kelsey-Hayes, the US group, built up a majority stake in Brembo, which was only bought back by the Bombassei family in 1993. "That was an important education for us, in reporting to outside investors," says Mr Vavassori.

The first real test of the relation-

ship with the new investors will come later this year, when Brembo reports 1995 profits and proposes its first dividend. Analysts believe the group could well exceed analysts' flotation forecasts of L38bn of net profit and L306bn of turnover and there is no sign yet of recession on the horizon. "1996 will still be a good growth year," claims Mr Vavassori.

## NEW ISSUE

This announcement appears as a matter of record only.

February, 1996



## Mars Engineering Corporation

(Incorporated with limited liability in Japan)

U.S. \$100,000,000

2 1/4 per cent. Guaranteed Bonds due 2000

with

Warrants

to subscribe for shares of common stock of Mars Engineering Corporation  
The Bonds will be unconditionally and irrevocably guaranteed by

The Asahi Bank, Ltd.

(Incorporated with limited liability in Japan)

ISSUE PRICE 100 PER CENT.

Daiwa Europe Limited

New Japan Securities Europe Limited

Yamaichi International (Europe) Limited

Asahi Finance (U.K.) Ltd.

Nomura International

Nikko Europe Plc

D. E. Shaw Securities International

Tokyo Momin Finance (Hong Kong) Limited

UBS Limited

Barclays de Zoete Wedd Limited

Dai-ichi Europe Limited

Deutsche Morgan Grenfell

Dresdner Bank - Kleinwort Benson

Robert Fleming & Co. Limited

ING Barings

LTCB International Limited

Marusan Europe Limited

Merrill Lynch International Limited

Salomon Brothers International Limited

Samsung Securities Co., Ltd.

Sanwa International plc

Sanyo International Limited

SBC Warburg

Schroders

Sumitomo Trust International plc

## Preussag lifts payout after 42% increase in net profits

By Michael Lindemann in Bonn

Net profits at Preussag, the diversified German industrial group, rose 42 per cent to DM349m (\$238.2m) in the year ended September 30, up from DM246m a year earlier. However, the company said it was "too early" to make profits forecasts for this year because of uncertainty about the state of the German economy.

Preussag shares rose in early trading after the company said it would increase its dividend for the first time in four years to DM12, up from DM10.

However, some analysts said the improved net profits were below expectations and earnings forecasts for the current year were likely to be revised

downwards. The shares closed at DM428.10, down DM4.20.

New orders in the first quarter ending December 31 slipped to DM6.4bn from DM6.5bn a year earlier, the first indication of possible difficulties later this year.

Mr Michael Frenzel, chief executive, said the Hannover-based group would press ahead with the restructuring programme begun two years ago. As part of that effort, Preussag last year pulled out of telecoms and now plans to build up "leading international positions" in its remaining core activities - steel, energy, logistics and plant and building technology.

These activities contributed almost equally to the improved

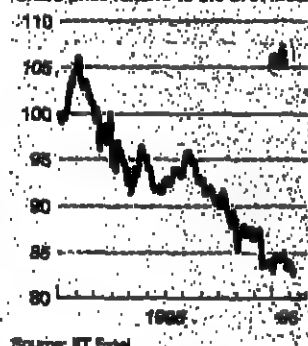
profits, the company said.

The proposed DM39m purchase of Elco Looser Holding, the Swiss heating technology group, would turn Preussag into one of Europe's leading companies in this sector, with combined sales of DM13bn. Referring to speculation about the steel market, Mr Frenzel said the higher steel stockpiles, which have caused the recent fall in new orders, were expected to be reduced by April and that steel sales and orders would stabilise during the rest of the year.

The steel division, which made up 14 per cent of Preussag sales last year, is expected to produce positive results this year, "even if the excellent results last year cannot be

## Preussag

Share price relative to the DAX index



Source: FT Data

matched", Mr Frenzel said. While most steel companies have recently talked down fears of a steel recession, Mr Michael Hagmann, an analyst at UBS in Frankfurt, warned that the current year would be "pretty difficult" for German steelmakers, following a poor set of new orders in the first quarter.

## Unidanmark registers strong growth

By Hilary Barnes in Copenhagen

Unidanmark, Denmark's second largest banking group, recorded a sharp increase in net profits from Dkr620m in 1994 to Dkr2.1bn (\$367.3m) last year. Earnings per share rose to Dkr39 from Dkr10 and the board is proposing to raise the dividend from Dkr4 to Dkr10 per share.

A Dkr1.15bn increase in the value of the bond and share portfolio, reflecting the state of the Copenhagen market, was a main factor in improving the bank's performance. In 1994

the same item showed a loss of Dkr897m.

Other net financial income fell from Dkr9.79bn to Dkr9.12bn because of weak demand for credit, falling rates of interest, and a narrowing of margins under the pressure of competition.

The bank cut costs by Dkr123m to Dkr6.61bn, partly through cutting full-time jobs by 400 to 10,508. A further 400 jobs will be shed in 1996, the bank said.

Loss provisions, which peaked at Dkr6.28bn in 1992 and nearly brought the bank to its knees, were cut from

Dkr1.62bn to Dkr1.24bn, which was under 1 per cent of the group's Dkr132bn advances.

The group announced it was forming an accident insurance company with the domestic company Ostifern. From this summer Unidanmark plans to sell home, family and car insurance policies through bank branches.

It is also setting up a branch in Stockholm next summer which will concentrate on investment banking and foreign exchange business.

The decision follows similar moves by the big Nordic banks

which have or are planning to set up in each other's capitals.

The group's mortgage credit company, which was established in 1994, increased advances by Dkr13bn to Dkr22bn and net profits from Dkr18m to Dkr42m.

It was cautious about the coming year, predicting a decline in net financial income because of pressure from competition.

Group total assets increased from Dkr244bn to Dkr255bn while the year-end capital adequacy ratio was 12.4 per cent and the core capital ratio 10.0 per cent.



## BACK ISSUES OF THE FINANCIAL TIMES

Back issues of the Financial Times are available by post or personal collection:

- \* £2.50 (FT up to three months old)
- \* £4.00 (FT older than three months)

By post: Please telephone 0171 873 4683  
Personal collection: From the Financial Times,  
One Southwark Bridge, London SE1 9HL  
(9am-5pm, Monday-Friday)

## NATIONAL BANK OF CANADA

US\$ 250,000,000 Floating Rate Notes due 1999

In accordance with the Description of the Notes, notice is hereby given that for the interest period from February 09, 1996 to May 09, 1996 the Notes will carry an Interest Rate of 5.50078% per annum. The Interest Amount payable on the relevant Interest Payment Date, May 09, 1996 will be US\$ 137.52 per US\$ 10,000 principal amount of Note and US\$ 1,375.20 per US\$ 100,000 principal amount of Note.



مكزامن النجف



## INTERNATIONAL COMPANIES AND FINANCE

## EUROPEAN NEWS DIGEST

## Fokker to receive no more state aid

The Dutch government said yesterday it would not provide further bridging finance to Fokker, the Dutch aircraft maker which is desperately searching for an international partner, when the current arrangement comes to an end later this month.

"There is no intention to have a second bridging loan," Mr Hans Wijers, economic affairs minister, told Dutch television. In late January the government extended financing of F135m (\$220m) to keep Fokker afloat for five weeks while it tries to find another aviation company interested in taking over all or parts of the near-bankrupt group.

Fokker's future was thrown into doubt after its controlling shareholder, Daimler-Benz Aerospace of Germany, halted financial aid to the company. Ronald van de Krol, Amsterdam

## Endesa meets forecasts

Endesa, the dominant Spanish electricity generator which is 65 per cent government-owned and listed on the Madrid market, lifted its consolidated net profits in 1995 by 12.9 per cent to Ptas132.7bn (\$1.07bn), in line with forecasts. The increase was due mainly to a 3.9 per cent rise in electricity demand.

Profits were boosted by tight cost controls, reduced borrowing and additional generating capacity, which raised production by 6.3 per cent and increased sales by 7.4 per cent. Including its subsidiaries Sevillana de Electricidad and Fesca, the Endesa group accounts for 54 per cent of domestic electricity production and 44 per cent of electricity sales.

Near-drought conditions last year prompted a switch from hydroelectric power to coal-fired generators where production increased by nearly 7 per cent. This is certain to be corrected in 1996 following heavy rainfall in the past two months.

During 1995 Endesa maintained an acquisitive policy in Latin America, where it gained majority control of Edenor, the main electricity distributor in greater Buenos Aires and bought a controlling stake in a Peruvian company that is set to expand a gas-fired generator near Lima. Tom Burns, Madrid

## Pharmaceuticals lift Haniel

Haniel, the 240-year-old family-owned group which controls Gehe, the acquisitive pharmaceutical wholesaler, yesterday reported net profits of DM278m (\$188.15m), up 14 per cent on the previous year. It said it expected a further "significant" improvement this year. The bulk of the profits came from the pharmaceuticals business, the largest division with about 78 per cent of sales, but its construction units, which are active in central European markets, also contributed to the improved results. The group's steel recycling business also developed "very successfully" the company said in its preliminary figures. The final results are expected on June 18.

However, for the first time the company reported a loss on its shipping and handling activities, a setback which it blamed on new European Union guidelines which had pushed prices down dramatically. Michael Lindemann, Bonn

## Gaz de France ahead and vows to tackle debt

By Gillian Tett in Paris

Gaz de France, the state-owned gas company, yesterday announced a 40 per cent increase in 1995 net profit, to FFfr1.9bn (\$374m) from FFfr1.35bn a year earlier, after tax and state payments.

However, the group acknowledged that its level of debt, at FFfr14.7bn, was still too high, and pledged to make its reduction a priority this year. Meanwhile, Mr Pierre Gadonneix, the recently-appointed president of Gaz de France, denied there were any concrete plans to open the group up to outside investors.

Speculation has grown that the group might be opened to domestic or foreign investors as part of the French government's broader attempt to privatise and deregulate part of its state industries.

However, Mr Gadonneix insisted that any decision would be taken by the state, rather than the company, and insisted that the group could flourish under state control.

"In my opinion, bringing in outside investors should be the successful conclusion of a broader industrial project,

rather than simply an end in itself," he said. "I think that a public service can be provided as well by a company where the capital is open to investors as a state-owned group."

Group turnover in 1995 was FFfr49.3bn, an increase of 4.6 per cent on the previous year, Mr Gadonneix said. Cold weather and the activities of the marketing department had boosted the results.

The group said one goal this year was to improve its service to the public, and pointed out it had lowered the cost of its gas by 1.5 per cent at the beginning of 1996, with a further cut of 1 per cent in March. Another goal was to develop the international side of the operations of Gaz de France, which depends on imports for most of the gas it supplies to French customers.

In 1995 the group took over two of Hungary's five regional gas companies - allowing it access to 22 per cent of the Hungarian market - and signed an agreement with Norway to import Norwegian gas from the North Sea. Mr Gadonneix indicated the company would seek further overseas projects this year.

## Plastics price falls hit Solvay earnings

By Jenny Luesby

Solvay, the Belgian chemical company, yesterday revealed net profits of Bfr12.4bn (\$408.2m) for the year to the end of December, but the figures reflected a sharp slowdown in the second half of last year. Profits at the end of June were Bfr8.32bn.

Analysts, who had already adjusted their expectations after plastics prices almost halved last year, yesterday described the results as "very disappointing".

Plastics accounted for more than half of Solvay's operating profits in the first half, but many analysts had still hoped for net profits of Bfr16bn, and some estimates ran as high as Bfr18bn.

However, European users of plastics, "warned by price increases in 1994 and in the first half of 1995", had anticipated that plastics needs for the second half and bought the second half of the year a sudden destocking curbed demand and heavily affected prices.

The three main plastics produced by Solvay - PVC, polyethylene and polypropylene - were all severely affected.

Nonetheless, the price peaks in early 1995 saw net profits for the year rise by 56 per cent, on sales up 3.7 per cent, at Bfr27.2bn.

Excluding exceptionals, which were negligible last year, but added Bfr1bn the previous year, net profits were up 79 per cent, lifting earnings per share from Bfr800 to Bfr1,455.

Growth such as this, and the hope of high dividends, has been driving European chemical stocks upwards recently, despite the downturn in the industry, according to Mr Tony Cox, chemicals analyst at Kleinwort Benson.

"We believe most non-integrated plastics companies, such as Solvay, EVC, DSM and BASF, were losing money during December and January, but thumping great dividends are taking their yields to a level which compares well with German long-bonds. Basically, these shares are trading like bond proxies."

Another analyst said the scale of the downturn reported by Solvay, had "confirmed that December was a terrible month for chemicals across the board: this is not just a downturn in plastics."

## Upbeat Ericsson lifts full-year profits 36%

By Hugh Carnegie in Stockholm

Ericsson, the Swedish telecoms equipment supplier, yesterday brushed aside recent investor worries about mobile telephone markets. It reported a 36 per cent jump in profits in 1995 and reaffirmed its confidence that rapid global growth in demand for mobiles would continue despite a weaker trend in the fourth quarter of last year.

Pre-tax profits up from SKr5.6bn in 1994 to SKr7.6bn (\$1.08bn) this time were slightly below market expectations, prompting Ericsson's most-traded B shares to slip SKr3.00 in Stockholm to close at SKr142.5. But the company's

insistent optimism appeared to swing sentiment in New York, where Ericsson stock later rose sharply, trading by early afternoon at \$21.4, after opening at \$20.4.

Ericsson, the world's leading supplier of mobile systems infrastructure, acknowledged that growth in sales and order bookings in the fourth quarter had slowed from the rates of late 1994 and were below the levels seen over the year as a whole. But fourth-quarter profits were 32 per cent ahead of the same period a year earlier, rising from SKr2.12bn to SKr2.8bn - in contrast with a 16 per cent fall in earnings in

the same quarter by Motorola, one of Ericsson's chief competitors.

Shares in the two companies and Nokia, the Finnish group, fell heavily in the final months of 1995 and early weeks of this year after signs emerged of slowing growth in mobile sales in the US, the world's biggest single market, and increasing downward pressure on prices.

But Mr Lars Ramqvist, Ericsson chief executive, said he did not believe developments in late 1994 foreshadowed any significant change in the trend of rapid mobile telephone expansion. The number of subscribers worldwide grew 61 per cent in 1995 to 85.3m and Ericsson

predicted the total would rise to 350m in 2000.

"If you look worldwide you see that the market is still growing a lot. I don't see any reason to change our forecasts," Mr Ramqvist said.

He said competition was becoming "much tougher", resulting in lower prices. But Ericsson would sustain profitability by increased volume growth and a tough rationalisation programme under way to trim its troubled fixed telephone division.

Ericsson also expects to benefit from its strength in mobile infrastructure and in digital systems, shielding it from the more volatile handset

market and the recent slowdown in the US, which is dominated by older analogue systems.

Group sales in 1995 rose 20 per cent from SKr32.5bn to SKr39.8bn. The radio division, which houses mobile equipment, saw sales rise from SKr40.8bn to SKr56.4bn, the first time it has accounted for more than half of group sales.

Order bookings for mobile infrastructure and handsets grew by 64 per cent calculated in Swedish krona. But Mr Ramqvist said the figure was 78 per cent when calculated in US dollars, because of the strong krona last year. Earnings per share rose from



Lars Ramqvist: growth in volume will sustain profits

## GAN values CIC at FFfr13.5bn and predicts break-even

By Andrew Jack in Paris

CIC, the banking group likely to seek outside investors in the coming months, has a current value of FFfr13.5bn (\$2.66bn), the chairman of its parent company said yesterday.

Mr Jean-Jacques Bonnaud, chairman of GAN, the state-owned French insurer which owns CIC, gave the figure for the current net asset value of the bank in an interview in the Tribune newspaper.

His comments came after the French government this week

announced the appointment of SBC Warburg, the investment bank, as its adviser for the sale process.

The nomination of the adviser reflects the state's determination to speed up a recapitalisation of CIC before an eventual privatisation of GAN, which could take place as early as this year.

Mr Marc Viénot, chairman of Société Générale, is among the private sector bankers who have already expressed interest in making an investment in CIC.

Mr Bonnaud said last year -

in a change of his previously expressed opinion - that he accepted the idea of an outsider investor taking majority control of CIC, although he would prefer it to also become a core shareholder in GAN's eventual sale.

He stressed that he wanted to find a partner who would help GAN progress with its bancassurance strategy, selling its insurance products through CIC's retail banking network.

A number of analysts have expressed concerns about the level of provisioning still required against GAN's assets.

However, Mr Bonnaud said yesterday he remained confident that the group could return to break-even in the current year.

In December, he announced additional asset sales of FFfr7bn-FFfr9bn as part of a restructuring effort to help

prepare the group for its privatisation. A sale is unlikely at least until next year.

UIC, which held the property assets of CIC but which is now directly owned by GAN, warned this week of substantial losses, which are likely to push the group's

results for 1995 into a loss of more than FFfr1bn.

The figure represents substantial further downgrading on future estimates of the returns likely to be realised from its investments, notably in its property portfolio.

In the first half of last year, GAN reported losses of FFfr387m after more than FFfr1bn in additional property provisions. GAN has called for a recapitalisation by the French government of between FFfr2bn and FFfr3bn in the run-up to its privatisation.



Aon

Aon Group  
is the new name for  
Rollins Hudig Hall Group

Aon Corporation announces that its insurance brokerage and consulting business, one of the world's leading and fastest growing, is changing its name from Rollins Hudig Hall Group to Aon Group.

By branding this business with the Aon name, we are emphasizing that Aon Group's network of companies works interdependently to address the risk management needs of its clients.

Aon is now the only name you need to know for innovative insurance solutions anywhere in the world.

Aon Corporation

123 North Wacker Drive • Chicago, Illinois 60606 USA

NYSE symbol: AOC











## COMPANY NEWS: UK

# Closure costs hit News International

By Christopher Price in London and Nikki Tait in Sydney

The closure of the Today newspaper cost News International £42.1m, the company revealed yesterday, when it reported a steep decline in half-year pre-tax profits.

However, operating profits for the group, which is controlled by Mr Rupert Murdoch's News Corporation, showed a 35 per cent improvement to £76.2m, helped by a recovery in advertising revenues across its four titles.

Increases in the cover prices of some titles and a slowdown in the rate of increase in the price of newsprint also helped. Pre-tax profits in the six months to December 31 declined from £561.9m to £188.9m.

While the latest figures were affected by the charge for Today, the previous period included a £403.4m surplus from the sale of News International's stake in BSkyB, the satellite broadcaster.

Operating profits from the UK newspapers rose 11 per cent. News Corporation, the Australian-based parent, reported a first-half profit dip that was smaller than expected.

Circulation in News International's four remaining titles was largely unchanged. The best performer was the News of the World, which increased its average Sunday sale to 4.69m, a rise of 0.24 per cent on the previous six months. The Sun's average circulation improved 0.11 per cent to 4.65m.

The Times, at 688,756, and Sunday Times, at 1.25m, were static.

Both The Times and The Sun benefited from cover price increases. Newsprint prices, which had been expected to rise by 15 per cent in January,

had increased by 10 per cent.

The six months included the first full period to include the 2p rise in the Sun to 27p. The Times' price rose three times during the period, from 40p to 35p, and to 30p in November.

Colour advertising sales increased by 20 per cent overall, while at The Sun it rose 15 per cent. Classified advertising was also strong.

Earnings per share increased 31 per cent before exceptional items to 14.35p. Including exceptional items in both periods, they fell from 39.17p to 11.41p. The interim dividend per special share rose from 1.62p to 1.68p.

News Corporation announced a 1.5 per cent fall in after-tax profits from £367.3m (£331.9m) before exceptional items, to £365.3m.

After exceptional items, which showed a surplus of £339m, compared with £148m gain a year ago, profits were £170.2m (£162.1m).

Revenues in the first half were 11 per cent higher at £487.7m. Earnings per share, before exceptional items, fell by 8.7 per cent to £0.21.

The company said that stronger performances from its US television and UK newspaper interests were offset by a downturn in its film, book-publishing and magazine businesses. However, the figures were helped by a near-30 per cent fall in the tax charge, from £366m to £261m, and a reduced interest expense of £30.6m (£35.5m).

Analysts, whose estimates had been about £540m, seemed relieved that the figures were no worse, and there was talk of some modest upgrading of full-year profits predictions.

News Corporation shares rallied strongly throughout the day. They closed up 15p at 355p.

## Lower redundancy costs behind 26% third-quarter advance BT chief moves to cut costs further

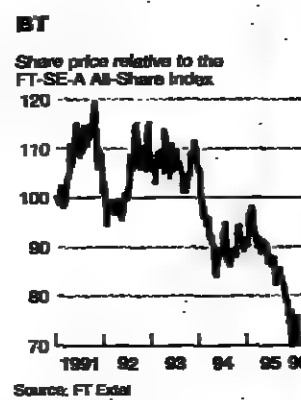
By Alan Carne

Sir Peter Bonfield, British Telecommunications' new chief executive, said yesterday that he would be seeking a better deal from the company's suppliers as part of a broad ranging plan to improve productivity.

Speaking publicly for the first time since taking over a month ago, he said he would be exploring ways to get better value for the £31m (£4.6bn) the company spent annually on switching and transmission equipment. In particular, he would be discussing the possibility of reducing the cost of telecoms equipment through the use of standard microprocessors and operating systems.

"I want to look at our capital expenditure patterns in innovative ways so the total does not go up and we spread the risk factor," he said. BT's principal suppliers in the UK are GPT, a joint venture between GEC and Siemens of Germany; Ericsson of Sweden and Northern Telecom of Canada.

Sir Peter, formerly chairman and chief executive of ICL, the UK computer group owned by Fujitsu of Japan, addressed a



Share price relative to the FT-SE-A All-Share Index. Source: FT Equity

number of key issues while announcing third-quarter results which were ahead of market expectations. Lower redundancy costs were behind a 26 per cent growth in pre-tax profits to £525m, £29m ahead of the most optimistic of analysts' forecasts.

He said he was hopeful the group's conflict with the industry regulator over call charges and fair trading could be resolved without recourse to the Monopolies and Mergers Commission.

He added that he wanted to shift the emphasis on staffing away from raw numbers,



Sir Peter Bonfield: innovative ways of looking at capital spending

which fell by 8,000 people in the year to March 1996 at a cost of £400m, to reskilling and effectiveness. "We are looking at productivity targets rather than headcount targets," he said.

Redundancy and net interest charges for the nine months were both lower, at £185m and

£69m respectively. The nine month figures also benefited from there being no repeat of 1994's bond repurchase which cost £75m.

However, the group's performance at the operating level before redundancy charges the group's performance was essentially flat.

## Bell Cablemedia may buy Videotron

By Christopher Price

Bell Cablemedia, the UK's third largest cable company, which holds 26 per cent of Videotron Holdings, the seventh largest, is considering whether to buy the 56 per cent majority stake.

Videotron Holdings was put up for sale by its parent company Videotron, Canada's third largest cable television company, on Wednesday. The Canadian group holds a 56 per cent stake, while the remaining 18 per cent is held by the public through Videotron Holdings' listing on the Nasdaq

market in the US.

Under the shareholder agreement, Bell has first refusal on the Videotron stake. However, while the two groups would make a good fit, Bell, which is spending heavily to extend its network in the UK, is likely to balk at the prospect of paying about £350m for the stake.

Analysts have suggested that the group, which is owned by Bell Canada, Jones Interchangeable and Cable and Wireless, could issue paper to fund the deal. However, Bell Cablemedia might also decide to waive its option, opening the offer to other interested parties.

## Building sector realignment nears

By Andrew Taylor, Construction Correspondent

Mr Joe Dwyer, chief executive of Wimpey, and Mr Neville Simms, chief executive of Tarmac, were meeting in London last night to sign an agreement paving the way for one of the biggest ever realignments of the UK construction industry.

Wimpey, the UK's biggest housebuilder, is due to swap its quarrying and contracting businesses for Tarmac's housebuilding division.

The transfer is expected to place a combined value on the businesses of about £600m (£624m).

The transfer will reinforce Tarmac's position as the UK's biggest supplier to the construction industry of crushed rock, sand and gravel with a 24.5 per cent market share ahead of ARC with 18 per cent.

The combined building and civil engineering business will have an annual turnover of £1.7bn.

Wimpey's housebuilding business will almost double to produce about 14,000 homes a

year and command a 10 per cent share of the new housing market ahead of Barratt and Beazer each with about 5 per cent of the market.

Wimpey will retain its open-cast coal mining business which has a book value of £15m while Tarmac will maintain its interest in the 2,300 homes Sovereign Harbour development at Eastbourne.

Wimpey also will retain its interest in a consortium, which includes rival construction group Trafalgar House, which has been named as preferred bidder for one of the UK's first privately financed motorways, the £190m A1-M1 link south of Leeds.

Tarmac will be responsible for completing other Wimpey construction contracts acquired under the terms of the swap.

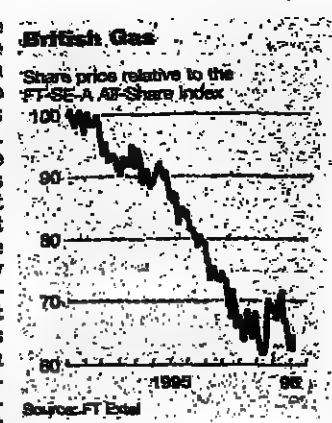
Tarmac shares since the deal was announced have risen 42 per cent to 118p outperforming the sector by 26 per cent. Wimpey shares have risen 25 per cent to 140p outperforming the sector by about 15 per cent.

## LEX COMMENT British Gas

British Gas and Ofgas are right to expect the price review of TransCo, British Gas's pipeline business, to end up at the Monopolies and Mergers Commission. The gap which separates the company and its regulator is profound. The argument stems from the fact that investment in the pipeline business is at a cyclical low - far less than its depreciation charge. As a result, it can generate enormous amounts of cash even with a tight profits cap. The company's view is that the depreciation charge is essential if it is to generate a reasonable return on past investment. The regulator, by contrast, is worried that the depreciation charge is, at the moment, allowing TransCo to generate far more cash than it needs. This debate may sound rather academic, but its outcome will be all too concrete.

The regulator's approach could easily knock £300m a year off British Gas's cash flow. And because there is no common ground between the two approaches, the scope for compromise is limited. Hence the near inevitability of an appeal to the MMC.

None of this is likely to upset British Gas's demerger plans. Still, the prospect of a long period of uncertainty over TransCo is hardly likely to go down well with investors. On the other hand, British Gas's willingness to go to the MMC bodes well for them. For one thing, it is highly unlikely that the MMC will come to a harsher conclusion than Ofgas. The MMC looked at precisely this issue in 1988 - and took the company's view.



Share price relative to the FT-SE-A All-Share Index. Source: FT Equity

## DIGEST Trafalgar caught in Coal collapse

Trafalgar House, the struggling construction and engineering conglomerate, could lose up to £4m from the collapse of Coal Investments. The group's Trafalgar House Mining subsidiary is thought to be the largest of Coal Investments' trade creditors which are believed to be owed a total of about £25m. Coal Investments, the UK's second largest coal mining group, had been paying off its main creditors despite its worsening cash crisis but all payments ceased on Tuesday when administrators were called in. Observers believe the outlook for the trade creditors is poor given that the company also owes £24m to its banks.

David Wighton

## Voss Net and Petra link

Shares in Voss Net, which has developed an online electronic trading system, jumped by 28p to 260p yesterday after the Aim-listed group announced a 10-year licensing agreement with Petra, a US group which also specialises in online commercial products.

Under the agreement Petra will market and sell Voss Net's products in North America and parts of the Caribbean. Petra will pay Voss Net a revenue-related fee of not less than \$500,000 (£235,000) a year for the first five years, which will be increased to not less than \$1m for the next five-year period.

Paul Taylor

## Orange attracts over 400,000

Orange, the mobile telecoms group, attracted 31,000 new subscribers in January, making a total of 410,000 customers. The company is floating on the stock market next month, with a possible value of £2.8bn.

January subscriber figures for the other two main operators, Celnet and Vodafone, are not available. Vodafone, which reported 400,000 subscribers to its digital network in December, said yesterday it was still the largest operator, although it declined to give a figure.

## Scotia and Astra agreement

The Swedish subsidiary of Scotia, the UK biotechnology company, has signed a development agreement with the pain control division of Astra, the fast-growing Swedish pharmaceuticals group.

The agreement grants Astra the right to use some of Scotia's specialist lipids - fatty molecules that make up the membrane of all cells - to improve the delivery of local anaesthetics.

## Restructuring pushes Amstrad £5.4m in the red

By Paul Taylor

Amstrad, the refocused electronics group, yesterday reported an interim pre-tax loss of £5.4m (£8.3m), largely due to restructuring costs associated with the Amstrad Consumer Electronics subsidiary.

The loss in the six months to December 31 compared with a profit of £25.0m previously on sales of £182.1m (£143m).

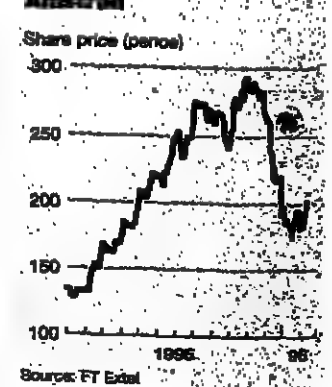
However, Mr Alan Sugar, chairman, said the latest restructuring meant that the group was now "in much better shape".

The restructuring costs mainly related to redundancies in the loss-making consumer electronics business, which markets brown goods such as audio, video, televisions and satellite television systems.

Amstrad announced this week that it was cutting more than 150 jobs in the subsidiary. Restructuring plans for the business led to the resignation of Mr David Rogers, Amstrad's chief executive, at the end of December following boardroom disagreement.

Mr Sugar said yesterday: "Although moderate measures had been taken previously to rationalise ACE, it is abundantly clear from the results that those measures were inadequate."

The problems of the consumer electronics business, which operates in a fiercely competitive market, have



Share price (pence). Source: FT Equity

PT TAMBANG TIMAH (PERSERO) AND SUBSIDIARIES									
CONSOLIDATED BALANCE SHEETS 31 DECEMBER 1995 AND 1994 (In million Rupiah)					CONSOLIDATED STATEMENTS OF INCOME FOR THE YEARS ENDED 31 DECEMBER 1995 AND 1994 (In million Rupiah and thousands of US Dollars except per share data in US Dollars)				
ASSETS		1995	1994				1995	1994	
CURRENT ASSETS					SALES		(Rp)	(US\$)	(Rp)
Cash and bank balances	5,788	5,000			COST OF GOODS SOLD		(272,257)	(128,125)	(68,726)
Short-term investments	314,570	76,524			GROSS PROFIT		224,968	97,468	146,289
Accounts receivable	1,000	1,000			OPERATING EXPENSES				
Other receivables - net of allowance for doubtful accounts of 1,112 in 1995, 2,019 in 1994	72,210	35,378			Salaries and wages		(18,111)	(1,354)	(3,173)
Other receivables - net of allowance for doubtful accounts of 1,112 in 1995, 2,019 in 1994	3,105	2,079			General and administrative expenses		(94,055)	(5,910)	(9,186)
Other receivables - net of allowance for doubtful accounts of 1,112 in 1995, 2,019 in 1994	33,200	73,195			Selling expenses		(12,183)	(5,244)	(10,389)
Investments	174,195	96,874					(84,149)	(6,450)	(81,437)
Prepaid assets	14,469	17,986			OPERATING INCOME		(49,811)	(4,811)	(1,776)
Other advances and prepayments	3,582	6,651			OTHER INCOME/EXPENSES				
Total current assets	552,014	311,552			Income in net income of discontinued operations		1,577	666	2,430
INVESTMENTS	14,452	12,261			Interest income		17,515	7,997	2,794
FIXED ASSETS					Interest expense and bank charges		(5,381)	(2,311)	(4,794)
Land and buildings	523	279			Miscellaneous income		(6,359)	4,408	9,307
Buildings	68,816	59,007			Miscellaneous expenses		(1,983)	(1,127)	(16,430)
Machinery and installation	129,517	110,899					(31,688)	(8,265)	(16,123)
Equipment, mining and production equipment	225,719	200,867			INCOME BEFORE EXTRAORDINARY ITEMS		164,499	71,777	33,663
Transportation equipment	22,849	20,455			EXTRAORDINARY ITEMS (NET)		24,613	(8,328)	(5,424)
Office and house equipment	11,146	9,711			INCOME BEFORE PROVISION FOR DEFERRED TAXES		189,112	63,449	28,239
Computer installation	1,587	1,234			PROVISION FOR INCOME TAX		(54,259)	(22,520)	(9,789)
Less: Accumulated depreciation	(402,159)	(428,612)			NET INCOME		(14,513)	(9,381)	(12,215)
Net book value	150,855	127,522			OPERATING INCOME PER SHARE		280	0.12	(81,467)
OTHER ASSETS					NET INCOME PER SHARE (IN P. SHARE PER SHARE)		280	0.12	(81,467)
Construction in progress	18,894	5,409			OPERATING INCOME PER SHARE PERFORMANCE		280	0.12	(81,467)
Non-operational assets	2,371	2,540					280	0.12	(81,467)
Deferred IPO fees	6,536	-					280	0.12	(81,467)
Deferred expenses and provisions	18,894	10,744					280	0.12	(81,467)
Long-term receivable - Africa	2,323	3,517					280	0.12	(81,467)
Total other assets	58,178	22,218					280	0.12	(81,467)
TOTAL ASSETS	731,267	460,643					280	0.12	(81,467)
					CURRENT LIABILITIES				
					Trade payables		21,784	15,471	
					Payables to banks		36,179	2,184	
					Other payables		2,513	951	
					Provisions for termination of employees		17,448	33,226	
					Provisions for operational protection and rehabilitation (provisions)		3,823	3,449	
					Current maturities of long-term liabilities		50,228	16,517	
					Bank loans		1,302	1,302	
					Other liabilities		164,162	120,831	
					Total current liabilities		265,636	150,981	
					LONG-TERM LIABILITIES				
					Net of current maturities				
					Bank loans		17,156	17,814	
					Other liabilities		17,156	17,814	
					Provisions for operational protection and rehabilitation		13,692	2,128	
					Total long-term liabilities		48,004	32,656	
					Total liabilities		313,640	183,637	
					SHAREHOLDERS' EQUITY				
					Share capital - Rp 500 per share		251,651	129,600	
					Reserves		128,792	-	
					Government participation		-	2,714	
					Foreign exchange translation adjustment		34	(6)	
					Retained earnings		185,272	173,764	
					Total shareholders' equity		525,729	286,072	
					TOTAL LIABILITIES AND SHAREHOLDERS' EQUITY		839,369	470,009	

Notes:  
1. The consolidated financial statements for the years ended 31 December 1995 and 1994 have been audited by Deloitte, Touche, Hays & Low, independent of Price Waterhouse Coopers.  
2. Operating results per share and net income per share are calculated by dividing operating income and net income by the weighted average number of shares outstanding during the period. The number of shares outstanding is based on the number of shares outstanding at the end of the period. The number of shares outstanding is based on the number of shares outstanding at the end of the period.  
3. The consolidated financial statements for the years ended 31 December 1995 and 1994 have been audited by Deloitte, Touche, Hays & Low, independent of Price Waterhouse Coopers.  
4. The consolidated financial statements for the years ended 31 December 1995 and 1994 have been audited by Deloitte, Touche, Hays & Low, independent of Price Waterhouse Coopers.

Inform: 9 February 1996  
Board of Directors  
PT TAMBANG TIMAH (PERSERO)

مكتبة الأمل



# Senate vote sets stage for US farm policy battle

By Jurek Martin in Washington

Passage by the US Senate of the farm bill on Wednesday night set the stage for the next battle in the House of Representatives starting next month on the most comprehensive overhaul of legislation affecting agriculture since the 1930s.

The Senate bill, passed by a 64-32 vote, was given a cautious welcome by the Clinton administration. Mr Dan Glickman, the secretary of agriculture, called it "a step in the right direction" but remained concerned that "it does not provide as strong a safety net for family farmers as we would like."

The bill breaks the 60-year link between farm prices and subsidies for wheat, maize,

feedgrains, rice and cotton. It provides a series of guaranteed but declining payments for farmers of those crops for seven years, regardless of market price fluctuations.

The legislation also frees farmers to plant more or less what they like, subject to production limits on certain fruits and vegetables. Its sponsors estimate it will cut government spending on agriculture by about 20 per cent over seven years.

Some concessions, however, were necessary to ensure its approval. The peanut and sugar beet subsidy programmes were retained in order to win votes from the northern prairie states and the south. Several existing government programmes, covering

export promotion, land conservation and nutrition, also continue.

Senator Tom Daschle, the Democratic leader, managed to keep on the statute books the permanent farm price supports law of 1949 that even many in his own party admit is responsible for soaring farm subsidies. This means that farm policy would revert to the 1949 law on the expiration of the new legislation in seven years, if not superseded again by an entirely different act.

Pressure behind the bill had been intense not merely from the leading agribusiness companies but also from farmers wanting to know the new rules of the game. In the South, for example, spring planting has already begun.

## BHP wins undisclosed coal price rise

By Nikkai Tait in Sydney

Broken Hill Proprietary, the large Australian resources group, said yesterday that it had reached agreement with the Japanese Steel Mills to deliver 5m tonnes of hard coking coal during the contract year beginning on April 1.

But for the first time, BHP did not disclose what average price - or range of prices - its Japanese customers would be paying. Instead, it said only that it had achieved price increases "that are at the higher end of market expectations."

There has been talk recently of price rises topping US\$3 a tonne for premium coal, or an increase of about 8 per cent, although the average rise

would be less.

The contract tonnage, meanwhile, is lower than this year's 5.8m tonnes. Mr Geoff Lill, BHP Australia's coal general manager, said that this reflected the lower ratio of hard coking coals being used by the Japanese steel mills for steel production, but that "in practice, deliveries of hard coking coal in 1996-97 should be similar to those in the current year."

The Australian coal companies had already indicated that this year's round of contract negotiations with the Japanese mills were proving slightly different, with less emphasis being put on establishing a single "benchmark" price rise, from which variations could be established. Yesterday, BHP

reinforced this, saying that "price and volumes had been realigned to reflect more accurately specific coal qualities in each of the five brands involved."

"The tenor of the negotiations was quite different," it commented.

BHP also acknowledged that the lack of price disclosure would raise criticism that the market was losing any transparency, but declined to make any comment on this.

It said that the terms of the agreement reached with its Japanese customers prevented it from releasing specific prices.

It added that weak coking coal prices would be negotiated on an individual mill basis over the next few weeks.

## Rich return sets the markets buzzing

Rachel Carnac talks to the trader who became a legend in the commodities world

Mr Marc Rich, the Belgian-born trader who quit Philip Brothers in New York in 1974 because of a dispute about his annual bonus and then went on to build an international commodity trading organisation second only to Cargill, the US group, is back in business.

When he sold the last of his 51 per cent stake in his Switzerland-based company, renamed Glencore, in 1994, it had a turnover of about US\$30bn, was trading about 1.5m barrels a day of crude oil and petroleum products and about 2.5m tonnes of aluminium a year.

So it is not surprising that his return, with the formation of Marc Rich & Co Investment, wholly-owned by Marc Rich & Co Holding, to commodity trading has created something of a buzz.

It appeared then that Mr Rich had retired from the business. Not so, he says. "I was not retired from business, but I was in fact not active in the physical trading of commodities for one year," he told the *Bulletin* magazine in an exclusive interview.

"I do not plan to retire. My hope is that the new commodity business will do well. I have good experience in commodity trading for over 40 years. This has nothing to do with other business areas, such as real estate, which I have always been active in."

Just why Mr Rich wants to return to commodities at a time when many would be thinking of retiring - he is now 61 years old - may puzzle



Marc Rich: "not looking to take over the role of Glencore."

some. "I decided to re-start trading activity basically to give young people an opportunity to work in an alternative environment," he explained.

Talking about his return, Mr Rich said he had no doubt that there was room for another commodity trading business, despite the rise of other physical giants in the intervening period, including AIOC, Trans-

World Metals, the Ball Group and Glencore, most of which have developed strong business links with the aluminium industry - the metal he was famed for trading in.

"We plan to be active in aluminium, copper, zinc, lead, nickel, metal and concentrates, in addition to crude oil, petroleum products, grain and coal. Obviously, I feel the prospects

for a company trading in commodities is good," Mr Rich said, stressing, "we are not looking to take over the role of Glencore."

Just how Marc Rich & Co Investment will develop is unclear. So far the company has employed 50 staff, with eight offices in Madrid, London, Moscow, Buenos Aires, Rio Grande do Sul, Lausanne and Belgrade, not to mention the headquarters in Zug, Switzerland.

"How our operations will develop, I do not know. Remember when we began the Marc Rich & Co in 1974, we began with only five or six people," Mr Rich said.

"We have no specific plan to what extent the number of employees will increase. The number of employees will grow as our business grows. We also plan to open more offices as business requires them," he told MB, adding that the company was only just starting and things were moving fairly rapidly at the moment.

Asked which emerging markets and countries Rich might be looking at to invest in, he responded: "We have no specific area in which we are looking for investment. There will always be opportunities and we will try to take advantage of them as they come. We have sufficient capital to obtain bank financing to handle virtually any business which comes along."

Some industry observers have speculated that there are now few truly emerging economies in the world where it is possible to make the profits

possible a few years back. For instance the margins on business in the former Soviet Union available in the 1990s and early 1990s are no longer possible. Mr Rich countered this, however, saying: "We will try to be flexible and adjust to take care of any needs which a trading company can fulfil as and when they come up, and in whatever commodities which we deal in." But he does not mention which regions might show promise; for instance, whether the new operation is interested in investing in the emerging economies of Africa.

With Mr Simon Brock heading the non-ferrous business, Mr Rich said the company would continue in the traditional merchant business, but that has become more complex requiring financing, tolling and investment.

So far Marc Rich & Co Investment has not formed any specific links with any company to develop industrial projects, although Mr Rich said the company did plan to devote part of its resources to commodity-related investments.

"The ongoing and future structural changes, such as privatisations, changing cost structures and growing economies of emerging markets will create investment opportunities, which offer good returns. It is the company's policy to be joined by technical partners for the management of industrial projects," Mr Rich said.

Rachel Carnac is *Metal Bulletin's* news and markets editor (non-ferrous).

## MARKET REPORT Coffee bounces on Brazilian tightness

London COFFEE futures reversed on speculative and trade buying yesterday to end some 4 per cent up as the results of Brazil's first domes-

tic coffee auction confirmed the supply tightness facing the world's key producer, traders said.

As the GOLD price fell \$4.35

to \$408 a troy ounce, some traders said the market had been overheated and needed a correction.

Compiled from Reuters

## Aboriginal title ruling raises fresh doubts about zinc project

By Nikkai Tait

The timing of the development of the new A11.1bn Century zinc mine, being planned by RTZ-CRA, was thrown into doubt yesterday when Australia's High Court allowed an appeal by the Wanyu people in northern Queensland against a

full Federal Court ruling that had rejected their claim to native title.

The Wanyu people's claim extends over about 247 hectares of land, and encompasses the mine site. It was the first major native title claim case to be heard by the High Court since it made its historic

"Mabo" ruling in 1992, which led to the eventual passage of Australia's Native Title Act.

The Century mine was given the go-ahead by CRA in December, subject to agreement with the local aboriginal communities. At that stage, the Federal Court had ruled that native title rights would

be extinguished by the grant of pastoral lease in the early 1990s, and CRA had begun negotiations with the local aboriginal communities in the hope of reaching a settlement outside the legal process.

Century said yesterday it still hoped that a "mutually satisfactory" solution could be

found within a timetable that would allow the mine to be up and running by mid-1998. This is particularly important to Pasminco, the Australian zinc producer, which needs to source "clean concentrates" from Century to meet Dutch environmental requirements for its Huel smelter.

### COMMODITIES PRICES

#### BASE METALS

LONDON METAL EXCHANGE

(Prices from Australasian Metal Trading)

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

#### Precious Metals continued

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

#### GRAINS AND OIL SEEDS

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in US\$ per tonne

All figures are in











**INVESTMENT TRUSTS - Contd**[illegible]

## هكذا من الأهل



### AFM - Cont

### AFM - Cont

[illegible]

5.2	SOS Sales & Serv.
5.3	Southwood Inds.
5.2	Scrutions
5.0	SkyePreston
5.0	Southwest News
4.7	Standard Rock
4.7	Surrey Free Inns
4.6	TRACKER Netw.
4.2	Telecom Credit E.
4.2	Teal
4.2	Tracadero
5.1	Versailles Group
4.9	West Select
4.9	Westmont Engrs.
4.8	Winchester Mfg.
4.8	Zorgo Hldgs.
4.8	The Alternative
4.8	small companies
4.8	but have less de

AMERICA	
P/E	AT & T
24	Abbott Labs
94	Amer Express
13	Amstar
—	Amertech
—	Amherst-Bus
—	BankAmerica
—	Bankers NY
—	Bat Atlantic
—	BellSouth
28.7	Berthelam St
—	CPC
—	Chase Man

Chrysler	---
Citigroup	---
Colgate-Palmolive	---
Datsun	---
Delta General	---
Decora Inds.	---
Dun & Brad	---
East	---
Ecobank	---
Ford Motor	---
Gen Elect	---
General Hosp	---
Gillette	---
Habon	---
Honeywell	---
Ingersoll-Rand	---
Low's	---
Merrill Lynch	---
Morgan J.P.	---

12.1	Morris (Philip)
11.3	MYNEX
8.7	Pail
	Pennzoil
12.2	Quaker Oats
	Rep NY
8.0	Rockwell Intl
10.6	SBC Commu
31.1	Sears, Roeb
	San Co
	Tenneco
8.0	Texaco
17.2	Time Warner
	US West
	Verity
7.6	VMX Techn
8.1	Wharfed
	Wichita

7.1		
14.9		
10.7		
10.9		
15.6		
8.4		
6		
6		
12.6		
6.3		
10.8		
17.9		
6.6		

13.9	6	Henker's S
5.9	6	Horton's S
11.3	6	Imperial D
28.7	6	Inco
1.1	6	Nova Corp
9.8	6	Rio Algon
17.1	6	Royal Br. C
61.9	6	Tampa-D
		Texas Com
13.4	8.0	
12.7	11.5	
1.9	14.0	
2.8	11.8	

12.1	P/E	12.7
12.5	—	—

3.1	12.6	Country
4.4	—	lows in
3.7	16.4	Where
—	—	indices
9.9	17.3	Synce
2.7	16.2	guide
2.7	14.6	on Mo
2.7	13.2	
—	—	Mariv
2.2	19.9	quoted
2.3	20.0	
2.3	—	Exam
2.3	10.7	
1.3	11.3	Price/
1.3	14.2	where
1.3	—	Yield
1.3	9.5	on

[illegible]

Y16	Gr's	PVE	Y16
5.8	8.9		
4.0	10.6		
4.4	12.6		
4.5	10.7		

4.4	8.0	b F
4.2	10.2	pro
3.8	11.8	oth
4.2	8.2	g A
5.9	7.6	yield
6.8	13.8	h A
6.8	7.2	yield
4.9	8.4	n R
6.1	7.4	q E
5.6	7.7	pro
6.6	9.3	n D
9.7	—	enc
5.2	7.1	pay
—	—	t in
4.4	8.2	yield
5.8	8.1	—

Yld	Gr%	POE
5.4	10.8	-
-	-	-
-	-	-
5.2	12.0	-
5.6	11.7	-
8.9	-	-
-	-	-
-	-	-
-	-	-

2.5	30.5
2.2	8.5
-	8.5
-	-
6.2	8.8
-	21.8
-	-
-	-
2.8	15.0
-	-
-	-
2.6	16.3
2.1	14.7
8.1	-

18	-	-	0
19	4.7	6.5	-
20	5.5	8.4	-
21	3.3	0	-
22	-	76.0	-
23	-	-	-
24	-	-	-
25	-	84.4	-
26	-	19.5	-
27	0.4	0	-
28	1.5	21.2	-
29	3.2	5.1	-
30	-	-	-
31	3.4	13.1	-

0.87	1.2	-
0.8	0.3	-
0.9	-	-
0.7	-	-
1.5	1.2	-
0.7	-	13.5
0.3	2.7	20.8
0.5	-	-
0.3	3.8	Φ

[illegible]

13.2	18.9	10.7	Price/	Yield	Estimate
20.0	20.0	11.3	where	of 20	percent
14.3	14.3	14.3			(P -
30.9	30.9	30.9			chary
17.0	17.0	17.0			dule
15.4	15.4	15.4			
22.0	22.0	22.0			
18.0	18.0	18.0			
9.1	9.1	9.1			

4.7	22.3		
5.4	3.0	□	
7.2	14.2		
2.3	-		
2.9	-		
4.8	33.5	.	
4.2	-		
-	29.2		
1.7	38.3	+	
1.9	22.2	+	
3.2	19.2	+	
-	-		
4.7	12.8	+	
-	13.0		
5.8	10.8		
4.0	10.8		
5.7	17.2		
5.5	4.3		

Yield	PVE	Yield
8.8	8.8	8.8
10.6	10.6	10.6
12.6	12.6	12.6
10.7	10.7	10.7
8.0	8.0	8.0
-	-	-
10.2	10.2	10.2
11.8	11.8	11.8
9.2	9.2	9.2
7.6	7.6	7.6
13.9	13.9	13.9
7.2	7.2	7.2

4.9	8.4	n R
6.1	7.4	q E
5.6	7.7	pre
6.6	9.3	n D
9.7	—	oc
5.2	7.1	pay
—	—	t in
4.4	9.2	yel
5.8	8.1	low
		a F
		anc
Yld		gim
Gr's		PRE
5.4	10.8	v f
—	—	cal

5.2	12.0	
5.6	11.7	
8.9	-	
-	-	
-	-	
-	-	
2.5	38.5	
22	8.5	
-	8.5	
6.2	8.8	
-	21.8	

2.8	15.0
2.6	16.3
2.1	14.7
8.1	-
-	φ
4.7	6.5
5.5	8.4
3.3	φ
-	76.0
-	-

18	-	-
17	-	64.4
16	-	19.5
15	0.4	0
14	1.5	21.2
13	3.2	5.1
12	-	-
11	-	-
10	3.4	13.1
9	-	-
8	0.3	-
7	-	-
6	-	-
5	-	-
4	1.2	-
3	-	13.5
2	2.7	20.8

$$\frac{1.5}{5.3} \quad 3.6 \quad \Phi$$







[illegible][illegible][illegible][illegible]

pect  
oms  
at  
val  
ser  
on is  
  
3  
and  
  
;irly  
ake  
  
to  
1,  
in  
into  
  
e UK  
ivity  
v  
t  
  
y's  
for  
  
ie  
  
aff  
  
.....26  
30-31  
32-33  
.....25  
.....24  
34-35  
.....28  
  
Sk 4  
1 3  
8  
21  
21  
21  
21  
8  
1 21  
22  
2  
  
E  
  
F  
the  
who  
om-  
ded  
ban  
yuld  
olds  
nst,  
lacc-  
a  
  
tro-  
l, a  
pec-  
our  
  
oup  
are-  
in  
will  
ow  
the



## LONDON STOCK EXCHANGE

## MARKET REPORT

## Merger news and US high fail to inspire Footsie

By Philip Coggan, Markets Editor

Another disappointing day for shares in London saw a virtual repeat of Wednesday's trading pattern - an initial lift from a record close on Wall Street which quickly fizzled out, followed by a gradual decline for the FT-SE 100 index during the afternoon.

The latest mega-merger between United News & Media and MAI failed to bolster the blue chips, although it did allow the junior mid 250 index (both merger partners are constituents) to defy the trend, closing 2.7 higher at 4,149.8.

News of the deal, which links the

owner of the Express newspapers with the company that runs the Anglia and Meridian television franchises, prompted a rise in most other media shares. The exception was Carlton, seen as a potential rival bidder for MAI.

But it is worth noting that this all-paper merger is unlikely to provide the kind of a boost to the market which came from the cash-based takeovers, notably the Glaxo-Wellcome bid, that were seen in 1995.

Brokers said that the investment institutions are not being particularly active at the moment, confining their attention to switching between individual stocks, and the overall direction of the market is

being driven by short term traders, often in the futures market. Yesterday afternoon, for example, a sudden flurry of activity in the pits sent the trading screens mostly red around 4pm.

The recent flurry of profits warnings continues to keep investors cautious ahead of the March results season. One leading analyst said: "We expected a correction on these lines. Earnings estimates were too high and projections of dividend growth are having to be reduced."

Other markets gave little help to UK shares yesterday apart from an early lift prompted by yet another all-time high in the Dow Jones Industrial Average. The Footsie's

best level of the day, a 9.3 points rise to 3,735.4, was achieved in the first half-hour of trading. But European stock markets were generally weaker, the 10-year benchmark gilt was flat and early trading on Wall Street was sluggish. The Dow was around 5 points softer when London closed.

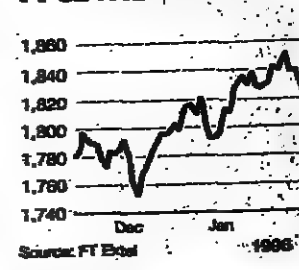
All this left the Footsie 17.7 points lower at 3,708.4 at the end of the session, just above the day's worst level of 3,705.5. So far this week, the leading index has lost 73 points or 2 per cent and managed only one positive day - a miserable 0.9 rise on Tuesday.

But some commentators see this as a short-lived lull. Mr Robin Griffin,

chief technical analyst at broker James Capel, said that the Footsie would not break the pattern of rising highs and lows unless it dropped below its recent low of 3,660. The bull market would not be over unless the leading index fell below its 200-day average, currently 3,472. Capel's charter thinks this is the second leg of a bull phase which should soon power ahead to take the Footsie to 4,300 by the end of April.

Trading volume was once again healthy, with some 798.9m shares dealt by the 6pm count, of which 57 per cent were non-Footsie stocks. The value of customer business on Wednesday was just under £1.6bn.

## FT-SE-A All-Share index



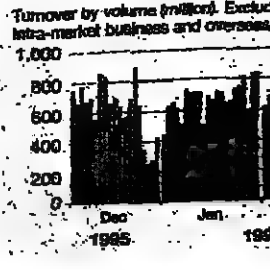
## Indices and ratios

FT-SE 100	3708.4	-17.7
FT-SE Mid 250	4149.8	+2.7
FT-SE-A 350	1850.4	-6.7
FT-SE-A All-Share	3708.4	-17.7
FT-SE-A All-Share yield	3.75	(3.73)

## Best performing sectors

1 Other Financial	+2.4
2 Oil Exploration	+1.0
3 Telecommunications	+0.5
4 Pharmaceuticals	+0.1
5 Life Assurance	+0.1

## Equity shares traded



## Worst performing sectors

1 Leisure & Hotels	-1.3
2 Tobacco	-1.3
3 Diversified Inds	-1.3
4 Banking	-1.3
5 Building Materials	-1.0

## FUTURES AND OPTIONS

FT-SE 100 INDEX FUTURES (LFFE) 25 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE MID 250 INDEX FUTURES (LFFE) 10 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	4154.0	4160.0	+6.0	4154.0	4154.0	6	100

FT-SE 100 INDEX OPTIONS (LFFE) 25 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 10 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 5 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 2.5 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 1 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.5 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.25 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.125 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.0625 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.03125 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.015625 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.0078125 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.00390625 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.001953125 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.0009765625 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.00048828125 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.000244140625 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.0001220703125 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.00006103515625 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.000030517578125 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.0000152587890625 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.00000762939453125 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.000003814697265625 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.0000019073486328125 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.00000095367431640625 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485
Jun	3747.0	3717.0	-30.0	3747.0	3709.0	798	1594
Sep	3752.0	3722.0	-30.0	3752.0	3714.0	0	287

FT-SE 100 INDEX OPTIONS (LFFE) 0.000000476837158203125 per cent full index point	Open	Settle	Change	High	Low	Est. Vol	Open Int.
Mar	3740.0	3710.0	-30.0	3740.0	3702.0	11616	64485



## WORLD STOCK MARKETS

39

## EUROPE

AUSTRIA (Feb 8 / Sch)

Stock	High	Low	Vol	P/E
Alpine	1,070	1,060	1,200	12.5
Bank Austria	470	460	1,500	10.5
Bräu	470	460	1,500	10.5
Chemie	470	460	1,500	10.5
Energy	470	460	1,500	10.5
Finance	470	460	1,500	10.5
Food	470	460	1,500	10.5
Health	470	460	1,500	10.5
Media	470	460	1,500	10.5
Real Estate	470	460	1,500	10.5
Services	470	460	1,500	10.5
Telecom	470	460	1,500	10.5
Transport	470	460	1,500	10.5
Utilities	470	460	1,500	10.5
Other	470	460	1,500	10.5

## BELGIUM/LUXEMBOURG (Feb 8 / Pts)

Stock	High	Low	Vol	P/E
Alcatel	5,240	5,100	1,200	12.5
Alkermes	5,150	5,050	1,200	12.5
Alstom	5,150	5,050	1,200	12.5
ASBL	5,150	5,050	1,200	12.5
Bankia	5,150	5,050	1,200	12.5
Beck	5,150	5,050	1,200	12.5
Bois	5,150	5,050	1,200	12.5
Brussels	5,150	5,050	1,200	12.5
Chemie	5,150	5,050	1,200	12.5
Energy	5,150	5,050	1,200	12.5
Finance	5,150	5,050	1,200	12.5
Food	5,150	5,050	1,200	12.5
Health	5,150	5,050	1,200	12.5
Media	5,150	5,050	1,200	12.5
Real Estate	5,150	5,050	1,200	12.5
Services	5,150	5,050	1,200	12.5
Telecom	5,150	5,050	1,200	12.5
Transport	5,150	5,050	1,200	12.5
Utilities	5,150	5,050	1,200	12.5
Other	5,150	5,050	1,200	12.5

## DENMARK (Feb 8 / Kr)

Stock	High	Low	Vol	P/E
Asa	480	470	1,200	12.5
Carlsberg	480	470	1,200	12.5
Danish	480	470	1,200	12.5
Energy	480	470	1,200	12.5
Finance	480	470	1,200	12.5
Food	480	470	1,200	12.5
Health	480	470	1,200	12.5
Media	480	470	1,200	12.5
Real Estate	480	470	1,200	12.5
Services	480	470	1,200	12.5
Telecom	480	470	1,200	12.5
Transport	480	470	1,200	12.5
Utilities	480	470	1,200	12.5
Other	480	470	1,200	12.5

## FINLAND (Feb 8 / Mk)

Stock	High	Low	Vol	P/E
Aalto	700	690	1,200	12.5
Alkon	700	690	1,200	12.5
Bankia	700	690	1,200	12.5
Chemie	700	690	1,200	12.5
Energy	700	690	1,200	12.5
Finance	700	690	1,200	12.5
Food	700	690	1,200	12.5
Health	700	690	1,200	12.5
Media	700	690	1,200	12.5
Real Estate	700	690	1,200	12.5
Services	700	690	1,200	12.5
Telecom	700	690	1,200	12.5
Transport	700	690	1,200	12.5
Utilities	700	690	1,200	12.5
Other	700	690	1,200	12.5

## FRANCE (Feb 8 / Frs)

Stock	High	Low	Vol	P/E
Alcatel	1,100	1,080	1,200	12.5
Alkermes	1,100	1,080	1,200	12.5
Alstom	1,100	1,080	1,200	12.5
ASBL	1,100	1,080	1,200	12.5
Bankia	1,100	1,080	1,200	12.5
Beck	1,100	1,080	1,200	12.5
Bois	1,100	1,080	1,200	12.5
Brussels	1,100	1,080	1,200	12.5
Chemie	1,100	1,080	1,200	12.5
Energy	1,100	1,080	1,200	12.5
Finance	1,100	1,080	1,200	12.5
Food	1,100	1,080	1,200	12.5
Health	1,100	1,080	1,200	12.5
Media	1,100	1,080	1,200	12.5
Real Estate	1,100	1,080	1,200	12.5
Services	1,100	1,080	1,200	12.5
Telecom	1,100	1,080	1,200	12.5
Transport	1,100	1,080	1,200	12.5
Utilities	1,100	1,080	1,200	12.5
Other	1,100	1,080	1,200	12.5

## GERMANY (Feb 8 / Dm)

Stock	High	Low	Vol	P/E
Alcatel	1,100	1,080	1,200	12.5
Alkermes	1,100	1,080	1,200	12.5
Alstom	1,100	1,080	1,200	12.5
ASBL	1,100	1,080	1,200	12.5
Bankia	1,100	1,080	1,200	12.5
Beck	1,100	1,080	1,200	12.5
Bois	1,100	1,080	1,200	12.5
Brussels	1,100	1,080	1,200	12.5
Chemie	1,100	1,080	1,200	12.5
Energy	1,100	1,080	1,200	12.5
Finance	1,100	1,080	1,200	12.5
Food	1,100	1,080	1,200	12.5
Health	1,100	1,080	1,200	12.5
Media	1,100	1,080	1,200	12.5
Real Estate	1,100	1,080	1,200	12.5
Services	1,100	1,080	1,200	12.5
Telecom	1,100	1,080	1,200	12.5
Transport	1,100	1,080	1,200	12.5
Utilities	1,100	1,080	1,200	12.5
Other	1,100	1,080	1,200	12.5

## GREECE (Feb 8 / Drachma)

Stock	High	Low	Vol	P/E
Alcatel	1,100	1,080	1,200	12.5
Alkermes	1,100	1,080	1,200	12.5
Alstom	1,100	1,080	1,200	12.5
ASBL	1,100	1,080	1,200	12.5
Bankia	1,100	1,080	1,200	12.5
Beck	1,100	1,080	1,200	12.5
Bois	1,100	1,080	1,200	12.5
Brussels	1,100	1,080	1,200	12.5
Chemie	1,100	1,080	1,200	12.5
Energy	1,100	1,080	1,200	12.5
Finance	1,100	1,080	1,200	12.5
Food	1,100	1,080	1,200	12.5
Health	1,100	1,080	1,200	12.5
Media	1,100	1,080	1,200	12.5
Real Estate	1,100	1,080	1,200	12.5
Services	1,100	1,080	1,200	12.5
Telecom	1,100	1,080	1,200	12.5
Transport	1,100	1,080	1,200	12.5
Utilities	1,100	1,080	1,200	12.5
Other	1,100	1,080	1,200	12.5

## HUNGARY (Feb 8 / Ft)

Stock	High	Low	Vol	P/E
Alcatel	1,100	1,080	1,200	12.5
Alkermes	1,100	1,080	1,200	12.5
Alstom	1,100	1,080	1,200	12.5
ASBL	1,100	1,080	1,200	12.5
Bankia	1,100	1,080	1,200	12.5
Beck	1,100	1,080	1,200	12.5
Bois	1,100	1,080	1,200	12.5
Brussels	1,100	1,080	1,200	12.5
Chemie	1,100	1,080	1,200	12.5
Energy	1,100	1,080	1,200	12.5
Finance	1,100	1,080	1,200	12.5
Food	1,100	1,080	1,200	12.5
Health	1,100	1,080	1,200	12.5
Media	1,100	1,080	1,200	12.5
Real Estate	1,100	1,080	1,200	12.5
Services	1,100	1,080	1,200	12.5
Telecom	1,100	1,080	1,200	12.5
Transport	1,100	1,080	1,200	12.5
Utilities	1,100	1,080	1,200	12.5
Other	1,100	1,080	1,200	12.5

## IRELAND (Feb 8 / Pts)

Stock	High	Low	Vol	P/E
Alcatel	1,100	1,080	1,200	12.5
Alkermes	1,100	1,080	1,200	12.5
Alstom	1,100	1,080	1,200	12.5
ASBL	1,100	1,080	1,200	12.5
Bankia	1,100	1,080	1,200	12.5
Beck	1,100	1,080	1,200	12.5
Bois	1,100	1,080	1,200	12.5
Brussels	1,100	1,080	1,200	12.5
Chemie	1,100	1,080	1,200	12.5
Energy	1,100	1,080	1,200	12.5
Finance	1,100	1,080	1,200	12.5
Food	1,100	1,080	1,200	12.5
Health	1,100	1,080	1,200	12.5
Media	1,100	1,080	1,200	12.5
Real Estate	1,100	1,080	1,200	12.5
Services	1,100	1,080	1,200	12.5
Telecom	1,100	1,080	1,200	12.5
Transport	1,100	1,080	1,200	12.5
Utilities	1,100	1,080	1,200	12.5
Other	1,100	1,080	1,200	12.5

## ITALY (Feb 8 / Lit)

Stock	High	Low	Vol	P/E
Alcatel	1,100	1,080	1,200	12.5
Alkermes	1,100	1,080	1,200	12.5
Alstom	1,100	1,080	1,200	12.5
ASBL	1,100	1,080	1,200	12.5
Bankia	1,100	1,080	1,200	12.5
Beck	1,100	1,080	1,200	12.5
Bois	1,100	1,080	1,200	12.5
Brussels	1,100	1,080	1,200	12.5
Chemie	1,100	1,080	1,200	12.5
Energy	1,100	1,080	1,200	12.5
Finance	1,100	1,080	1,200	12.5
Food	1,100	1,080	1,200	12.5
Health	1,100	1,080	1,200	12.5
Media	1,100	1,080	1,200	12.5
Real Estate	1,100	1,080	1,200	12.5
Services	1,100	1,080	1,200	12.5
Telecom	1,100	1,080	1,200	12.5
Transport	1,100	1,080	1,200	12.5
Utilities	1,100	1,080	1,200	12.5
Other	1,100	1,080	1,200	12.5

## JAPAN (Feb 8 / Yen)

Stock	High	Low	Vol	P/E
Alcatel	1,100	1,080	1,200	12.5
Alkermes	1,100	1,080	1,200	12.5
Alstom	1,100	1,080	1,200	12.5
ASBL	1,100	1,080	1,200	12.5
Bankia	1,100	1,080	1,200	12.5
Beck	1,100	1,080	1,200	12.5
Bois	1,100	1,080	1,200	12.5
Brussels	1,100	1,080	1,200	12.5
Chemie	1,100	1,080	1,200	12.5
Energy	1,100	1,080	1,200	12.5
Finance	1,100	1,080	1,200	12.5
Food	1,100	1,080	1,200	12.5
Health	1,100	1,080	1,200	12.5
Media	1,100	1,080	1,200	12.5
Real Estate	1,100	1,080	1,200	12.5
Services	1,100	1,080	1,200	12.5
Telecom	1,100	1,080	1,200	12.5
Transport	1,100	1,080	1,200	12.5
Utilities	1,100	1,080	1,200	12.5
Other	1,100	1,080	1,200	12.5

## KOREA (Feb 8 / Won)

Stock	High	Low	Vol	P/E
Alcatel	1,100	1,080	1,200	12.5
Alkermes	1,100	1,080	1,200	12.5
Alstom	1,100	1,080	1,200	12.5
ASBL	1,100	1,080	1,200	12.5
Bankia	1,100	1,080	1,200	12.5
Beck	1,100	1,080	1,200	12.5
Bois	1,100	1,080	1,200	12.5
Brussels	1,100	1,080	1,200	12.5
Chemie	1,100	1,080	1,200	12.5
Energy	1,100	1,080	1,200	12.5
Finance	1,100	1,080	1,200	12.5
Food	1,100	1,080	1,200	12.5
Health	1,100	1,080	1,200	12.5
Media	1,100	1,080	1,200	12.5
Real Estate	1,100	1,080	1,200	12.5
Services	1,100	1,080	1,200	12.5
Telecom	1,100	1,080	1,200	12.5
Transport	1,100	1,080	1,200	12.5
Utilities	1,100	1,080	1,200	12.5
Other	1,100	1,080	1,200	12.5

## NETHERLAND



**4 pm close February 8**

## NEW YORK STOCK EXCHANGE COMPOSITE PRICES

[illegible]

continued on next page

**BE OUR  
GUEST.**

**CONRAD  
INTERNATIONAL  
ISTANBUL**

When you stay with us  
in **ISTANBUL**  
stay in touch -  
with your complimentary copy of the

**FT**

**FINANCIAL TIMES**



[illegible]

#### 1. Das kleine Einheitsgesetz

[illegible]

Comcast	24	178	243	243	243	+1%	Intrepid	0.04	1079322	94	333	94	+9%	Wattman	17	683	443	443	-1%
ComcastHD	24	170	543	543	543	-5	Inter Tel	21	801	144	132	144	-1%	Watership	0.28	10	21	17	17
ComcastHD	106	234	843	843	843	-3%	InterNet	0.24	14186	154	143	143	-1%	Wespan	0.22	246	243	22	22
ComcastHD	25	227	183	17	17	+1%	Integrit	12	1288	154	143	143	-1%	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47
ComcastHD	0.50	11	103	183	183	-1%	Integrit	7	5	102	74	12	+11	WFO-40	0.25	17	168	47	47







## RECRUITMENT

## JOBS: How to influence your interviewer by mirroring body language

## Learning to imitate the ducks

**D**o you want to discover the 11 secrets of influencing people at interviews? Science has shown that it is possible to guarantee a successful response from an employer by following a few easy steps. How to achieve a sure-fire way of winning people over can be demonstrated in this personal guide.

Hooked yet? If that paragraph succeeded in capturing your attention, it may help to explain some of the success behind *Reader's Digest's* ability to influence buying decisions over the years. It used a variety of key words and phrases that have proved powerful stimuli in *Reader's Digest* advertising. Apparently it is important to attach a number to the "secrets" that are being revealed because people are often enticed by the challenge to remember them all.

But the words have their own power, and one word is more powerful than any other in influencing people, according to John Caples, an advertising copywriter who studied words in advertisement headlines that most often captured buyers. That word is "you". He found that the second most powerful word was "your".

Caples' observations are recalled in a new book by Tom Lambert called *The Power of Influence* which examines the use of influencing skills in the workplace.

While words have their place, he also makes a point about influencing

people using body language, and suggests trying out the following experiment in social discourse the next time you are sitting across the desk from someone in the office.

Find a colleague who is alone and take up a position, not too obviously, in their line of sight. Carefully mirror their position, paying attention to posture, facial expressions and the way that arms and legs are folded. The more detailed the copy, including mirroring the subject's apparent disposition, the more physically and emotionally you have become attuned to their pose, the more likely you are to succeed with the next stage of the experiment.

After a few minutes, move an arm or hand and see if they follow. If they do not, return to the previous mirroring position and try again when you judge the time is right. Lambert insists the subject will follow your action.

You are then in a position to use your power over them constructively, lightening your expression and posture. "You may be doing them more good than you will ever know," writes Lambert.

This is the first stage, he writes, of building an effective rapport with another person. This mimicry in rapport-building is achieved by some people quite naturally. Copying accents, gestures and postures is not uncommon. Recognising that someone is copying your mannerisms or movements is an important observation that tells you that you are in a position to exert further influence. The technique is used by psychiatric nurses in calming over-emotional patients.

To lapse back into the language of *Reader's Digest* for a moment, medical evidence has shown that if you accurately copy the posture of another person, it is not only your habits that begin to empathise. Breathing and heartbeat become synchronised and pupil size becomes the same. Lambert ventures that in those circumstances, it may be quite possible to share thoughts and feelings. Suddenly all those hours spent watching *Star Trek* on TV seem worthwhile.

But none of the former is science fiction. It is a lesson drawn from neuro-linguistic programming, or NLP for short. Nor is it confined to

humans. Ducks do this sort of thing all the time before they mate.

Techniques useful for making friends with an interviewer are just part of the repertoire of professional influencing skills covered in Lambert's book which makes some of the more interesting psychological observations in the field accessible to the general reader.

*The Power of Influence, Intensive Influencing Skills At Work*, by Tom Lambert, is published by Nicholas Brealey Publishing, price £20 hardback, £12.99 paperback.

## Easy Money

How much is a Member of Parliament worth? No matter how this question is framed it always seems to invite a derogatory response, such as the standing of politicians who occupy a place in the public mind somewhere between the road and the pavement, only slightly closer to the sewer than journalists.

Many MPs believe their existing salaries of £34,083, for a backbencher, should be doubled. But is the job worth so much? Some years ago, Hay Management

Consultants applied its system of awarding points for certain job responsibilities to arrive at a fair evaluation of the job.

It concluded that an MP's job could be compared to a post in higher middle management. The salary, at the time, therefore was pegged to that of a medium grade civil servant, a job which is to disappear in its current format.

The job of an MP did not rank highly, using the Hay criteria, because there was no great degree of individual accountability. Vicky Wright, managing director of Hay in the UK, says that it is difficult to match the job of MP with a job in industry because of the differing dimensions of the respective roles. She says: "If you look at it through Hay job evaluation eyes, you have to ask what is the problem solving requirement?" What indeed?

The evaluation was looking strictly at the job and not at the people doing it. Wright points out that people come to parliament with a wide variety of qualifications, many of which would equip them to do a much bigger job outside. "A number of MPs, particularly Con-

servatives, are actually doing smaller jobs than their skills and abilities would suggest they could do outside," she points out.

The problem here, suggests Wright, is that because many MPs can do these bigger jobs, they make the mistake of believing their existing parliamentary jobs are bigger than they really are.

A reasonable case for a substantial pay rise might be possible if the job itself were redefined - if some performance criteria were added, perhaps borrowing from some of the fashionable techniques of human resource management. There could be a voting bonus, a constituency case load or surgery bonus and a Hansard debate payment kicking in when a contribution during any particular session had reached a certain level.

Philip Cohen, the Hay consultant who worked on the MPs' job evaluation, believes there is a much better case for ministers receiving a substantial pay rise, since private sector salaries have left them far behind.

There is an additional general observation about pay, prompted by

the evidence which emerged last week of National Health Service Trust chiefs enjoying pay rises in the last financial year of twice the rate of those paid out to nurses.

Pay differentials in the UK have tended to work like a squeeze box, depending upon the political regime in control. Under Labour, differentials tend to become compressed, whereas once the Conservatives take over, they expand again.

In addition to this, the crop of privatisations and the development of health service trusts have unshackled some senior public sector jobs from their former pay and contractual structure, allowing them to find a new level which is inevitably higher. The breathtaking scale of this pay expansion among the public utilities was behind the formation of the Greenbury committee on directors' pay.

The disparity between chief executives' pay in different health service trusts, ranging from something over £30,000 to something over £100,000 in a few cases, is only matched by the volatility of job turnover. One post had four incumbents in a year. Average turnover is 28 per cent. Given the often high costs of recruitment to a senior post, the real cost of these positions to the health service is far higher than their salaries would suggest.

Richard Donkin

## Corporate Finance

to £60,000 + bonus

Do you have a safe interest in drugs?

This global US investment bank, committed to developing long term client relationships, seeks two exceptional individuals to join the increasingly busy Healthcare/Pharmaceutical M&A team.

Suitable candidates must have excellent academic (1st class degree, MBA or ACA ideal) and 1-4 years experience from a reputable investment bank or management consultancy. Although not a necessity, past exposure to this sector would be a real advantage.

If you believe that you have the necessary drive and desire to specialise in this rapidly developing market, contact us today!

## Credit Analysts - Time For Change?

to £40,000

Are you a growing credit analyst or fast track graduate trainee who has turned tired of endless paperwork? Do you relish the thought of increased client contact and advisory work? Can you demonstrate the following?

- Excellent academic qualifications.
- 1-3 years banking experience.
- A vibrant personality.

We can currently offer you the opportunity to move into any of the following areas:

- Mergers and Acquisitions/Corporate Finance.
- Relationship Management.
- Project/Trade Finance.
- Distressed Debt Trading.

For these and a selection of other opportunities please contact Jeremy Cooper or Zoe Lee on 0171 583 9073 or write to us at 16-18 New Bridge Street, London EC4V 6AU. Fax 0171 353 3988.

**BADENOCH & CLARK**  
recruitment specialists

## The INTERNATIONAL MONETARY FUND

seeking candidates for positions at its Washington D.C.(USA) Headquarters

## ARABIC SENIOR TRANSLATOR-REVISER

with an advanced university degree and at least 12 years of experience in translation and revision into Arabic of economic, legal, and statistical material. Ability to translate from Arabic into English and from languages other than English, such as French, into Arabic is highly desirable. Candidates should also have proven ability to perform administrative, management and supervisory assignments.

**TRANSLATOR-INTERPRETER** who should have an advanced university degree, and at least 8 years of experience in technical written translation and simultaneous interpretation. Candidates must have the ability to translate from English into Arabic and interpret from English into Arabic and vice versa. Additional professional level knowledge of other languages, such as French, would be desirable. In this position, translation will account for a major share of the duties.

Candidates should have strong interpersonal skills and be able to do terminology research. Computer literacy, using networked knowledge of other languages, such as French, would be desirable. In this position, translation will account for a major share of the duties.

Candidates should submit their curriculum vitae (preferably up to 2 pages via fax) BEFORE MARCH 9, 1996 with reference to the position applied for.

Please indicate clearly a telephone or fax number where you may be reached.

Recruitment Division, Room B9-100 INTERNATIONAL MONETARY FUND 700 19th Street, NW Washington, DC 20431 USA Telephone (202) 623-7333

**Translators**

## Assistant Director - Export Finance

## UK Merchant Bank

City

## Excellent Package

Outstanding opportunity for experienced and talented export finance professional to join successful and expanding team.

## THE COMPANY

- Worldwide banking group with extensive international coverage.
- International export finance is core product area.
- Experienced specialist finance team with very successful, high profile track record.

## THE POSITION

- New senior role within growing specialised team responsible for marketing structuring and executing buyer credit finance.
- Full deal origination, structuring, negotiation and closing responsibility. UK Corporate market sector.

- Member of global team. High profile, autonomous position offering real scope for using initiative.

## QUALIFICATIONS

- Proven record of success in sourcing export finance transactions in UK market.
- Minimum 3 years' experience of innovative structured finance transactions. Syndication experience useful.
- Marketing, communication, relationship management skills are key. Committed, motivated, performance driven, team player.

Please send full cv, stating salary, ref 1FS60105, to NBS, 10 Arthur Street, London EC4R 9AY

**NBS SELECTION LTD**  
a NBS Resources plc company

**NBS**

City 0171 633 1520 • London 0171 493 6392  
Aberdeen • Birmingham • Bristol • City  
Edinburgh • Glasgow • Leeds • London  
Manchester • Slough • Madrid • Paris

SOCIÉTÉ  
EUROPÉENNE  
DES SATELLITES

Société Européenne des Satellites (SES) is the first European private satellite operator. Around 60 million households throughout Europe are receiving television and radio programmes via ASTRA satellites.

The expansion of the Company's activities and the rapid growth of its organisation leads SES to create a new post and look for a

TREASURY  
ANALYST (m/f)

reporting to the Company Treasurer, his/her main responsibilities will include all facets of treasury and related operations, i.e.:

- receivables collection;
- cash forecast and transaction control;
- short term deposits control;
- foreign exchange transactions and currency exposure monitoring;
- bank loans administration;
- day to day insurance programs handling.

The successful candidate will possess:

- a degree in finance/accounting;
- good analytical skills, sound accounting knowledge and an understanding of banking procedures gained in the industrial sector;
- the ability to work in a fast moving and dynamic, international environment;
- fluency in English, German and/or French;
- be aged between 30 and 35.

The Company is offering:

- a remuneration package adapted to the candidate's level of experience and performance;
- further career opportunities in a fast growing environment.

Interested candidates should send their application in English with typed CV and recent photo to:

Société Européenne des Satellites  
Personnel Office  
Château de Betzdorf  
L-6815 Betzdorf

GRADUATES  
For the City

Applications invited from exceptional recent or experienced graduates for 5 positions in accelerated career programme with private firm.

ROSS GLANFIELD  
0171 240 3310

An opportunity to join the leading equity research team covering the world oil & gas industry

Exploration & Production  
Company Analyst

Excellent salary and benefits package • Edinburgh or London

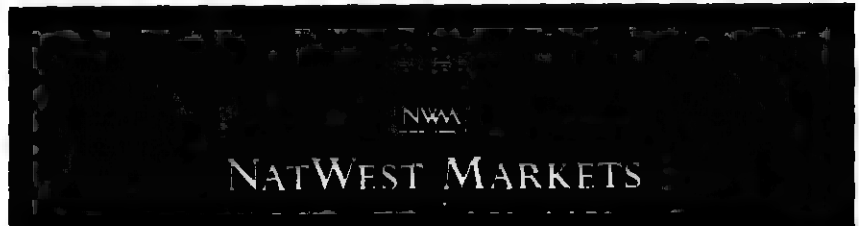
NatWest Markets is the corporate and investment banking arm of the NatWest Group. We are now looking for an analyst to join our energy research team covering exploration and production companies in the UK and Europe. The team is recognised as the leading authority on oil & gas equity investment analysis in the UK and Europe. You will play a key role within this team, and be responsible for co-ordinating international coverage of exploration and production companies.

To qualify, you should have an understanding of the upstream oil business and its finances, probably gained from experience in the industry. Previous exposure to the City is not essential. More

important will be your knowledge, judgement and independence of mind. A committed team player, you should also demonstrate maturity, confidence and enthusiasm, together with strong communication, interpersonal and presentation skills. Finally, you must be willing to travel. This post is located in Edinburgh, however a London base will be considered if desired - please express a preference as to where you would like to be based.

To apply, please write with a full CV, clearly quoting reference number 354, to: Alastair Lyon, Response Handling Service, Associates in Advertising, 5 St John's Lane, London EC1M 4BH.

NatWest Markets is an equal opportunities employer.

Corporate Finance  
Executive

Frankfurt

NatWest Markets is the world-wide corporate and investment banking arm of NatWest Group, one of the largest and best capitalised banking groups in the world. Our activities include corporate finance, securities trading, asset management, treasury, capital markets and corporate banking.

NatWest Markets' Corporate Finance Department provides advice internationally to corporate clients on acquisitions, disposals, financial restructuring and on other strategic and financial matters. The department draws on the considerable financial strength and industry knowledge of NatWest Markets' other business areas.

Due to increasing levels of new business we are looking to expand our operations in Germany and are seeking a young, high calibre individual to join the Frankfurt-based team.

Suitable candidates will have an outstanding academic background, strong interpersonal skills, entrepreneurial flair and excellent business and financial analysis skills, preferably gained within an investment bank or management consultancy. German as a mother tongue and fluency in English are prerequisites.

The successful candidate will have excellent career prospects and can expect an attractive remuneration package, including a performance related bonus.

Please forward your CV in English to Human Resources at NatWest Markets - Frankfurt Branch, Feldbergstrasse 35, D-60323 Frankfurt am Main, Germany. Telephone 0049-69-97260203.

NatWest Markets is an equal opportunities employer.



## TAKE PRECISE AIM

BY PLACING YOUR  
RECRUITMENT  
ADVERTISEMENT IN THE  
FINANCIAL TIMES YOU  
ARE REACHING THE  
WORLD'S BUSINESS  
COMMUNITY.



TARGET  
THE  
BEST

For information on advertising in this section please call:  
Andrew Skarzynski on +44 0171 873 4054

Forster Klein & Company,  
32 Bury Street, Cambridge CB1 1DJ



# Ratings Analysts

## Emerging Markets & Middle East

Excellent Salary (Minimal Personal Tax)

Cyprus

Capital Intelligence, the world's leading bank rating agency for emerging markets, publishes research and credit ratings on financial institutions in Middle East, North Africa, Central and South East Asia. It is poised for substantial growth.

### THE POSITIONS

- Rigorously analyse financial institutions. Produce concise, high quality reports for publication.
- Responsible for specific country analysis. Travel to relevant markets required.
- Handle existing and develop new portfolio of relationships as part of highly qualified international team.

### QUALIFICATIONS

- Solid credit training. Minimum 2 years' experience. Sound analytical ability with excellent communication and presentation skills.
- Graduate with strong academic record. Fluency in English, both spoken and written. Arabic required for Middle East Analyst position.
- Mature, self-starting and enthusiastic. Proactive team player.

Please send full cv, stating salary, ref CP3398, to NBS, 10 Arthur Street, London EC4R 9AY



NBS SELECTION LTD  
a BNB Resources plc company



City 0171 623 1520 • London 0171 493 6392  
Aberdeen • Birmingham • Bristol • City  
Edinburgh • Glasgow • Leeds • London  
Manchester • Slough • Madrid • Paris

## FUND MANAGEMENT – SOUTH AFRICA

MAJOR SOUTH AFRICAN INSTITUTION

BASED IN JOHANNESBURG

### CHIEF INVESTMENT OFFICER

c.£150,000 + ATTRACTIVE BENEFITS

- Excellent opportunity for a top rated professional to assume responsibility for all investment matters. Key activities will be to drive the investment philosophy, achieve upper quartile performance and establish a clear, credible, consistent investment style.
- Candidates should be proven managers with extensive experience of global asset allocation and be fully conversant with equities, gilts, money markets, property and derivatives. Affinity with a value based investment philosophy is important.
- Ambitious and intellectually able, candidates should possess well rounded personal skills, a thorough appreciation of state of the art technology and have exemplary presentation skills.

### SENIOR PORTFOLIO MANAGER

c.£80-100,000 + ATTRACTIVE BENEFITS

- Newly created role to strengthen and upgrade capability and manage approximately 20 institutional portfolios. Fully accountable for taking and implementing mandates from clients. Considerable scope to influence broader investment decisions within the division.
- Candidates should have a proven investment track record and preferably come from an investment house having a value based approach. Substantial experience of managing pension funds and other institutional portfolios including unit trusts is key.
- Confident, with well developed interpersonal skills candidates should be conversant with a wide range of global markets and products. Earlier research experience utilising a fundamentalist or quantitative approach would be an asset.

Please apply in writing quoting reference 1089  
with full career and salary details to:  
Paul Hambridge  
Whitehead Selection Limited  
11 Rill Street, London W1X 8BB  
Tel: 0171 290 2043  
http://www.ghost.co.uk/whitehead

Whitehead  
SELECTION

A Whitehead Group PLC company

## Outstanding Card Opportunities

### Senior Manager Risk and Security

At least 10 years' experience in the management of this crucial area of card operations. Candidates must have specific experience in the development of application and behavioural scoring, be fully conversant with latest industry practice for delinquency and recoveries and, similarly, be abreast of protective measures against fraud and counterfeit, particularly the latest developments utilising ICC technology.

### Senior Manager Product Management and Development

Extensive experience in both card product and marketing areas is essential for this important role which will embrace the personal market, credit charge and debit as well as the corporate arena, purchasing cards and co-branded products. Candidates must have specific experience with "purse" applications. International Marketing and Brand Management experience will be important in fulfilling this role.

For both these challenging positions, candidates should have international experience gained at an operational or scheme level and a good knowledge of the acquiring business.

To succeed, candidates must be highly motivated, self-starting achievers and be prepared to travel internationally on a regular basis.

All applications to Mrs Christine Kerr, Manager Human Resources, HSBC Holdings plc, 1st Floor, 10 Lower Thames Street, London EC3R 6AE.

HSBC Holdings plc

## International Business Development Executive

Our client is one of the world's leading financial services organisations operating globally. The strength of our client's products has led to the launch this January of a significant expansion plan. The geographic opportunity is considerable – leveraging existing clients and developing strategic alliances for distribution of our client's products and services.

This is a new role working as part of a small team responsible for expansion of new and under-developed markets – a field of central importance to our client's strategic intent. You will cover various regions including the Middle East, Africa and Eastern Europe and will be involved in identifying business opportunities, developing contacts and conducting presentations. The unexplored nature of the terrain ensures that you will be given scope to set your own agenda in a role which brings high exposure within the organisation.

A vibrant, highly successful new business achiever, you will have strong research ability and a thorough understanding of financial services. With proven international sales experience, you should possess outstanding interpersonal skills and the ability to present at every level.

On offer is an exceptional remuneration package and a superb opportunity to develop new business opportunities.

Please write with full CV, quoting reference MD4732A, to: David Bateson at Macmillan Davies, Salisbury House, Bluecoats, Hertford SG14 1PU. Tel: 01992 552652. Fax: 01992 505302. E-mail: batesond@macdmail.mhs.compuerve.com

BIRMINGHAM • BRISTOL • HERTFORD • LEEDS • LONDON • MANCHESTER

UK base –  
International  
Travel.

Significant  
Earnings  
Potential.



Macmillan Davies

HYDE HOUSING ASSOCIATION GROUP



### Assistant Finance Director

£38,000 p.a. plus car

The Hyde Housing Association Group is at the forefront of social housing initiatives. We have over 17,000 homes in management in London and the South East, including managing houses on behalf of Dartford Borough Council, shared ownership and special needs. We have won a contract to manage 4,200 homes on behalf of Lambeth and continue to have a significant development programme of £45 million.

As Deputy to the Finance Director, this senior post in the organisation is responsible for the operational aspects of the finance function, including production of annual budget and accounts, payroll and insurance and service delivery to our customer departments. You will also contribute to the financial strategy of the organisation through longer term forecasts and development of financial computer systems.

Striving for excellence in the provision of affordable housing & housing services for those in greatest need.

We are looking for a qualified accountant with strong technical skills and

the ability to deal with financial management of a large and complex organisation. You will be an experienced manager who is able to manage change effectively and provide positive leadership.

Requests for an application form and job description, on a POSTCARD please quoting reference AD25 to The Personnel Administrator, Hyde Housing Association, Leighton House, Burnt Ash Road, Lee Green SE12 8RL.

The closing date for the return of application forms is 23 February 1996.

Hyde Housing is committed to an equal opportunities policy and welcomes applications from all people regardless of their age, creed, disability, gender, race or sexuality. Applications are particularly welcome from people with disabilities due to their under-representation in our workforce.

Hyde operates a no smoking policy.

## Emerging Markets Traders

Central & Eastern Europe

POLAND, CZECH REPUBLIC AND HUNGARY

LONDON BASED EXCELLENT PACKAGE

Our client is a Leading US Global Investment Bank with an outstanding reputation within the Emerging Markets of Central & Eastern Europe. Seeking to build upon this reputation and to handle sustained increases in volumes of business our client is now looking to expand its well established Trading team based in London.

### THE ROLES

- The roles will include the following responsibilities:
- Trading a variety of financial products
- Building strong relationships with counterparties

### Enhancing Trading strategies

- Giving constructive local market analysis and comment

### THE PERSON

Candidates will possess the following:

- A minimum of 2-3 years' regionally based experience of trading within the relevant market
- Extensive local market knowledge
- A Graduate-level education

- Experience of Trading across a wide range of products, including Fixed Income, Equities, Foreign Exchange and Money Markets
- Fluency in both the relevant language and English

Suitably qualified candidates will have the ability to fit into a successful and highly motivated team and will be expected to enhance the client's already excellent reputation through the delivery of superb results and valuable market analysis and commentary.

Please send a full resume with covering letter quoting ref FT2823 to:  
8 Alice Court, 116 Putney Bridge Road, London SW15 2NQ. Tel: +44 (0) 181 874 2744. Fax: +44 (0) 181 871 2211.  
All applications will be treated in the strictest confidence.



ANTAL INTERNATIONAL  
"Serving New Europe"

BUDAPEST • LONDON • MOSCOW • STOCKHOLM • WARSAW • PRAGUE

## Convertibles Analyst

City

Excellent Package

Our client is a Specialist Research Group within a global investment bank. The Quantitative Analysis unit is a flexible resource working for a variety of sales and trading teams, providing research on a range of products and markets. The team specialises in derivative modelling, risk management, portfolio construction and proprietary indices. Owing to increased volumes of research, and the bank's greater exposure to the global convertible bond and warrant markets, a need has arisen for a further analyst to join this team.

### Responsibilities will be:

- To liaise with, and subsequently provide research for several desks trading warrants and convertibles.
- The production of research on global convertible and warrant markets.
- To work closely with the other global offices, in order to provide consistent research publications worldwide.

### Candidates should have previous experience of:

- Global and/or Asian convertible bond and warrant markets from an analytical, sales, trading or support perspective, for a minimum of one to two years.
- The provision of analysis on a timely basis.
- Working under pressure, completing work to strict deadlines.
- Working on a cohesive team, in a flexible and service-oriented environment.

As a dedicated analyst you will be able to gain immediate credibility with peers and senior colleagues, displaying self-confidence and maturity. You will be keen to assimilate specialist convertible knowledge in order to produce outstanding, user-friendly research. In a company which recognises that people are a critical resource, remuneration potential will be highly competitive.

Interested candidates should write to Annabella Humphreys at BBM Selection, enclosing a full curriculum vitae, which includes contact telephone numbers. All applications will be treated in the strictest confidence.

76, Watling Street,  
London EC4M 9BJ



Tel: 0171-248 3653  
Fax: 0171-248 2814



FINANCIAL TIMES

Les Echos  
Le Quotidien des Affaires

The FT can help you reach additional business readers in France.

Our link with the French business newspaper, Les Echos, gives you a unique recruitment advertising opportunity to capitalise on the FT's European readership and to further target the French business world.

For information on rates and further details please telephone:

Toby Finden-Crofts on +44 171 873 3456

مكثان الأول



## EUROPEAN CHIEF CREDIT OFFICER



TIP Trailer Rental is one of the world's largest trailer rental companies. Customized services for sales, rentals, leasing and financing enable TIP Trailer Rental to balance the financial and transportation needs of its customers. TIP Trailer Rental is a subsidiary of the GE Capital Company, a broadly-based provider of financial services. GE Capital Company is part of General Electric Company, a firm with operations all over the world.

TIP Trailer Rental's European financial lines converge in Amsterdam. Our people there have the financial expertise for monitoring our international operations. Our constant focus on growth has generated a vacancy for a key financial position. TIP has branches throughout 5 regions comprising 9 countries (United Kingdom, Germany, France, Denmark, Sweden, Finland, Spain, the Netherlands and Belgium). The European Chief Credit Officer manages the Pan European Credit and Risk portfolio.

The Pan European Credit and Risk portfolio entails the following responsibilities:

- Draft, issue, uphold and implement credit policy.
- Establish links with the Regional Credit and Risk managers.
- Participate actively in structuring major transactions to maximize growth while containing risk.
- Provide coaching and training on the importance of credit/collections.
- Assist regional managers in resolving serious customer defaults.
- Lead risk assessments for new products and geographic expansions and help assess the risk portfolio in due diligence processes.
- Perform credit investigations and credit write-ups.
- Facilitate recruitment, hiring, training and advancement of regional credit managers.

## REQUIREMENTS

- Ideal candidates will have a BSc or MBA and experience in successfully driving credit and risk programmes.
- Analytical expertise and effective operating skills in complex multi-national and multicultural environments.
- Finesse for persuading upper management plus confidence, initiative and energy for functioning independently.
- Fluent English and a basic knowledge of the language of the country of hire. One additional European language preferred.
- Willingness to live in the Netherlands.

TIP Trailer Rental and GE Capital Company - presently undergoing rapid expansion in central eastern and southern Europe - offer a professional work environment with ample opportunities for advancement to ambitious financial specialists (M/F). The internationally competitive compensation package includes a company car.

Please send your Curriculum Vitae with a brief letter stating your reasons for applying within 14 days of the date this ad appears in the newspaper to TIP Trailer Rental B.V., Attention Mr C.J. van der Vlugt, Human Resources Director TIP Europe, P.O. Box 7425, 1007 JK Amsterdam, The Netherlands.

Individuals who do not meet the above criteria are discouraged from applying.

## APPOINTMENTS ADVERTISING

appears in the UK edition every Wednesday & Thursday and in the International edition every Friday

For further information please call:

Andrew Skarzynski on +44 0171 873 4054

Robert Hunt on +44 0171 873 4095

Toby Finden-Crofts on +44 0171 873 3456



FINANCIAL TIMES

## Experience like yours enhances a reputation like ours

Do you work in the fund management industry? Your first-hand experience could offer you a career in financial services regulation with IMRO. You will be part of a team responsible for visiting IMRO regulated firms to identify possible areas of investor risk and recommend appropriate action. This will involve working closely with the senior management and staff of regulated firms to assess their investment practices and dealing with any compliance issues that arise. With the front-line regulator for the investment management industry, your career will benefit from:

- involvement in a wide range of regulatory activities,
- exposure to all types of investment management businesses,
- unrivalled opportunities for training and development within an increasingly high profile sector of the financial services industry.

We are flexible with regard to age and experience, but our minimum requirements are:

- a degree or a professional qualification,
- at least 3 years' experience in a fund management operation, either as a fund manager or in a key administrative role,
- an enquiring, analytical mind, excellent interpersonal skills, and a strong sense of professionalism and integrity.

In return, we offer a competitive starting salary and an attractive benefits package.

If you meet the above criteria and would like to apply, please forward a detailed CV, including current salary details, to: Debbie Willis, Human Resources, IMRO, Lloyds Chambers, 1 Portico Street, London E1 8BT. Please quote reference MON/96/02/FT.

IMRO (Investment Management Regulatory Organisation Limited) regulates over 1100 firms and 15,000 individuals. The firms include fund management organisations, banks, pension fund managers, trustees including trustees of unit trusts, and investment trust managers. Funds managed by IMRO regulated firms have a total estimated value of £270 billion.

IMRO

## RESEARCH ANALYST

James Capel Investment Management manages over £5 billion for private clients, trusts, pension funds and charities. It has over 40 client executives who provide a personalised investment management service to clients based in the United Kingdom and overseas. Due to the expansion of the business a vacancy has arisen within the strategy team for an experienced analyst or fund manager to provide research advice and support on stock selection to the division's growing bank of executives.

The successful applicant will have a minimum of 5 years experience in investment management or research, will be educated to degree level and have obtained member status of an appropriate professional body. He/she will be capable of researching companies and providing advice and guidance at the highest level to James Capel Investment Management's experienced fund managers. The position therefore requires both the relevant technical, communication and interpersonal skills to integrate quickly and smoothly into an already established team.

A competitive salary with banking benefits is available. If you believe that you have the necessary skills please apply in writing only, stating current salary to:

A.J. Withey, Senior Strategist,  
James Capel Investment Management  
James Capel & Co. Limited,  
6 Bevis Marks, London EC3A 7JQ

James Capel

INVESTMENT MANAGEMENT

This advertisement is issued by James Capel & Co. Limited, regulated by SFA and a member of the London Stock Exchange.

Member HSBC Group

Product  
Progress  
Powerful  
Pioneering  
Professional

Kent  
Excellent Salary + Benefits

Product Development Executive - UK  
Product Development Executive - Europe

Fidelity is the world's largest independent investment management organisation, with over \$400 billion assets under management. Our success is built on making informed market decisions - with a multi-disciplinary team of professionals able to deliver the right products to the right market at the right time.

The small team of Product Development specialists plays a crucial role in bringing new products and services to the market, entering new markets and developing new distribution channels. Working to tight deadlines, you will be responsible for testing the viability of new product ideas, including your own suggestions, before developing them for the market - either in the UK or Europe. Whilst undertaking detailed research, you will be responsible for prompting and co-ordinating input from all areas of the business.

Of high intellectual calibre, you will be a creative and original thinker with outstanding reserves of energy, flexibility and initiative. Though an MBA would be an advantage, it is not essential. You will certainly have extensive project management experience, ideally in financial services, coupled with an ability to understand all aspects of a business. In order to develop effective relationships and build consensus, you should possess first-class interpersonal skills. For the European role, which will involve frequent travel, language skills - particularly French/German - would be an advantage.

In return, the package offered is excellent, with opportunities to develop your career in a progressive environment.

If you have the skills we seek, please send full career details, quoting reference PD/7/2/FT, to: Chris Woodman, Fidelity, Oakhill House, Hildenborough, Kent TN11 9DZ. Fax: 01732 832792.



Fidelity Investments

## treasury manager

U.S  
multinational

## moscow

U.K & emerging  
market training

## excellent salary

The company: A multinational food, industrial and financial services corporation operating globally in over 40 product groups and employing over 85,000 people. It has established resident companies in Moscow and elsewhere in Russia with food manufacturing and trading activities. Plans are in place for new capital investment projects.

The opportunity: To use your local knowledge to focus on the market, bringing market related products to the division to help Management run their businesses. You will be a key part of the Management team and make a direct contribution to the running and development of the businesses in Russia.

Key Tasks: All funding, cash management procedures, bank finance, forex, risk, long-term debt and capitalisation. You will need to address commercial problems such as the best way of funding exports from Russia; the establishment of counterparty facilities to develop a credit infrastructure that the GKO, Forex & Equity traders can trade on; what risk should be taken on cross-border trading deals & where to get the cheapest funding; how to best fund production facilities that need to import materials; whether to use debt or equity finance for new factories.

The Person: We are ideally looking for a fluent English speaking Russian, working for a bank in customer service/relations on a Forex Trading Desk, or for a bank Trade Finance Desk. Someone from Treasury within industry or commodity trading would also be of interest.

There is excellent scope for future career development in both Regional and Local opportunities or the chance to move across to Financial Markets Trading. There is a world-wide Treasury function to support you and there is no exit policy to block a Russian national taking a top job. Join the meritocracy. Ref: 0437/R

FARN WILLIAMS PERSONNEL & EXECUTIVE SEARCH Diamond House, 37-38 Mutton Garden, London EC1N 8FW Tel: (44) 171 404 4089 Fax: (44) 171 404 4080

## APPOINTMENTS WANTED

## EMERGING MARKETS

Enthusiastic sales & origination executive. Experienced in Eastern Europe, fluent Polish/English, looking to work with aggressive and lively company. Phone: (0181) 568-5740

SENIOR INTERNATIONAL  
BANKER

Oxford educated. Impeccable credentials. Investment background available to advise/represent Bank/Financial Institution in the City of London.

Write to Box A5274, Financial Times, One Southwark Bridge, London SE1 9HL

MERGERS &  
ACQUISITIONS  
SPECIALIST

Switzerland, 2 yrs. plus exp. international environment. MBA. Fluent English, some German helpful. Will evaluate acquisition candidates, advise management on portfolio management & resource allocation. Also divestitures. To: \$100,000. Resume to Recruiter 15445, Ventura Blvd. #185 Sherman Oaks, CA 91403. Fax 818-981-8505 USA.

Tong Yang Securities  
(Europe) Ltd.  
OTC Derivatives Sales

Korea's leading derivatives house is seeking to expand its OTC derivatives marketing operation. We require an entrepreneurial person to market OTC derivative products primarily on Korea but also on other Asian Markets to institutional clients. With around two years experience of selling OTC derivatives to an established institutional client base, you will have a keen interest in emerging markets.

The successful candidate will be enthusiastic, self-motivated, and seeking to develop their career in Emerging Market Derivatives.

To apply please send CV with covering letter to Tong Yang Securities Europe, 31-35 Poultry Street, London, EC2M 3JX

## APPOINTMENTS ADVERTISING

appears in the UK edition every Wednesday & Thursday and in the International edition every Friday.

For further information please call:

Toby Finden-Crofts on +44 0171 873 3456

Andrew Skarzynski on +44 0171 873 4054

## SENIOR GLOBEX TRADER

Required by busy, expanding futures and options firm. Applicant must have minimum of 5 years international experience of futures and options, market making as well as knowledge and understanding of Globex Systems.

Salary and bonuses negotiable to experience.

Please send CV to 22 Conson Lane, London EC4R 3TE



## INVESTMENT BANKING - ASSOCIATES OUTSTANDING PACKAGES


*As a premier US Investment Banking and Securities Firm, our client offers the full range of investment and financing services. On their behalf we are currently seeking ambitious Associates for their Investment Banking Division.*

A strong approach to teamwork within the institution will enable you to expand your knowledge of corporate finance and capital markets techniques. Deals are predominantly cross-border, with the division having a strong pan-European outlook. Clients include corporations, financial institutions and governments.

The Investment Banking Division is witnessing high levels of activity within the LT., Telecommunications and Media, Financial Services, and Retail Sectors, and applications from candidates with experience in these areas will be particularly welcome. You must be able to demonstrate academic success, to include a professional qualification (ACA, MBA, LLB), numeracy, excellent interpersonal skills and an international perspective.

Interested candidates should contact *Christopher Squire or Richard Kellner*. All applications will be treated in strict confidence.

*Jonathan Wren & Co Ltd, Financial Recruitment Consultants, No.1 New Street, London, EC2M 4TP*  
Telephone 0171 623 1266 Facsimile 0171 626 5259



730129

## International Banker Property/Asset Backed Finance

Excellent Package


**London**

Our client, a major financial institution based in London, is seeking an experienced banker to work within a financing team making property and other related investments and loans in Central and Eastern Europe. You will be expected to make a significant contribution to the development and management of the team's portfolio through investment analysis, structuring, negotiation and management of property related transactions.


Probably in your early to mid 30's, you are a high calibre graduate with at least 5-7 years experience with a continental financial institution, including responsibility for negotiating and closing transactions of this type. You have developed strong analytical and credit skills and possess substantial asset-backed financing experience, preferably, but not necessarily, in property. Knowledge of debt and equity instruments would be a distinct advantage.

Please reply in confidence, enclosing a full curriculum vitae and quoting reference B1909, to:

Alexander Hughes Selection,  
58 St. James's Street, London SW1A 1LD;  
or fax to: +44 171 491 8082.



**ALEXANDER HUGHES  
S E L E C T I O N**  
A Company Member of the CPM Search International Network



### CHIEF EXECUTIVE OF THE COCOA ASSOCIATION OF LONDON LIMITED

The Cocoa Association of London Limited is a physical commodity trade association which exists to promote and protect the interests of all those engaged in the raw cocoa bean and product trade. We are supported in our endeavours by the London Commodity Exchange (LCE) Ltd., which provides administrative support, services and accommodation at its premises located at St Katharine Docks.

You will be responsible to the Association's Council for the effective management of the association, with particular emphasis on budgetary control. You will also oversee various sub-committees and involve yourself in the administration of arbitration and appeal services.

As a significant part of this role involves liaison with Members - as well as associations, organisations and government departments worldwide - it is essential that you possess an extensive knowledge of the commodity business, gained over a period of some 15 years. Ideally you will have worked in cocoa, but we are also willing to consider applicants from a variety of other backgrounds, including futures or options.

You will act as our leader, motivator, ambassador and diplomat. You will therefore need excellent managerial, interpersonal and strategic skills. Computer literacy and proficiency in a second major European language would also be a very strong advantage.

To apply, please send a full CV, details of current remuneration and a concise letter explaining the relevance of your skills and experience. Your letter should be addressed to:

**LCE**  
London Commodity Exchange  
1 Commodity Quay, St Katharine Docks, London E1 9AX

## N E W T O N

### CLIENT SERVICES EXECUTIVE

#### COMPETITIVE SALARY AND BENEFITS - CITY BASED

Newton is a privately owned and independent investment house with a record of steady growth and investment performance. The £9.9 billion of assets under management consist of institutional funds, private client assets, unit trusts and personal equity plans. The company places great emphasis on the development, maintenance and quality of service to all clients. We are seeking to appoint a client services executive for our institutional clients who will also have responsibility for portfolio analysis work and who will report directly to the Director of Client Services.

The ideal candidate is likely to be a qualified accountant or actuary working in a similar position within the investment management industry or with an adviser to pension fund trustees. The specific skills and experience we are seeking are:

- ▶ strong analytical skills
- ▶ the confidence to deal at the highest levels
- ▶ excellent communication and presentation skills
- ▶ proven organisational and administrative ability

If you are interested in this position please write, enclosing a full curriculum vitae and stating your current salary, to:

Colin D Campbell, Group Personnel Director, Newton Investment Management Limited,  
71 Queen Victoria Street, London EC4V 4DR

## CORPORATE & PROJECT FINANCE

### PROJECT FINANCE MODELLER

#### ££35,000 + Exc Bonus

The client, a major UK Bank, has a well established and highly successful Project Finance team. Due to the volume of international transactions, they require an additional team member to maintain the quality of business and ensure the success. Working with a highly professional and well regarded team, you will provide invaluable assistance across a wide industry sector spread in the provision of highly complex financial models to support transactions. Candidates will be highly numerate, possessing a high class degree in a mathematically based subject. Previous experience will include the creation of financial models and spreadsheet analysis ideally gained within project finance. Exposure to a similar field will equally be considered. A second European language would be preferred. Sound interpersonal, analytical and team playing skills are essential.


### CORPORATE FINANCE EXECUTIVE

#### ££35,000 + Exc Bonus

One of the world's largest banks based in London with a highly prestigious UK and overseas client portfolio wish to appoint executives to the Corporate Finance team. Due to sustained growth in business volumes and internal promotion the successful candidates will enjoy a varied and constant deal flow offering significant world-wide exposure and excellent entry level experience and training. The organisation is keen to grow organically and therefore requires the highest calibre personnel. Candidates will possess a numerate degree at 2(i) or above and ACA 1st time passes within a top practice. Alternatively a European background together with relevant experience of cash flow analysis or financial modelling would also be considered. European languages would be a distinct advantage.

As specialists in the Project and Corporate Finance areas we are interested in hearing from candidates at all levels for a variety of additional assignments

For further information please contact David Goodrich or Julian Darcy



**PRIME** executive APPOINTMENTS

## Highly Rated European Bank

**£ Attractive Package**

**London**

Our client is a highly prestigious and profitable European bank with an excellent reputation for strength, commitment and stability. The bank's credit rating enables it to build and maintain client relationships throughout the world by providing a full range of corporate banking and specialised financial services.

Due to its continuing success the bank now wishes to expand the corporate banking department by appointing two high calibre professionals both with highly developed credit and risk analysis skills. Candidates are likely to be aged 27-39 with at least 3 years experience in their respective areas. Both positions require a confident self-starter capable of working autonomously within a team environment. First class interpersonal, communication and presentation skills are also essential. The roles are as follows:


**Specialised Finance**

- Possibly ACA qualified
- Strong analytical skills
- Experience of tax based products
- Knowledge of asset-based finance
- Good track record

**Credit Analyst**

- Assessment of a wide range of UK and European corporate and financial institutions
- Financial analysis and cashflow forecasting
- Extensive liaison with marketing officers and significant client contact
- Formal credit training an advantage

These are both superb opportunities which offer strong career development potential. Interested applicants should contact Gordon McDougall on 0171 248 2999 or alternatively send a detailed CV to him at J.J. Executive Search, 38/37 Ludgate Hill, London EC4M 7JN (Fax: 0171 248 2888).



**JJ Executive Search**

## FLEMINGS

### MINING SPECIALISTS


#### Equity Sales and Research

As part of a worldwide initiative between Ord Minnett, Fleming Martin and Flemings, we are seeking to appoint one or more individuals at both senior and junior levels with mining equity or mining industry experience.

The positions, both in specialist mining sales and mining equity research, are available in both London and New York. Remuneration will naturally depend upon the individual's skills and experience but will be highly competitive.

Please send a detailed resume to:-

Angela Denny, Personnel Director  
**ROBERT FLEMING & CO. LIMITED**  
25 Copthall Avenue  
London EC2R 7DR



**ORD MINNETT FLEMING MARTIN**

## Private Client UK Fund Manager


### Opportunity for equity

A privately owned investment management company which has seen rapid growth with the successful launch of a number of institutional funds investing in North America, Central Europe and India, is looking to build its private client investment management business. The company provides institutional portfolio management for private clients and, in addition to its international funds, it has expertise in UK and European equities and international bonds.

The successful candidate will take responsibility for UK investment portfolios, including the existing in-house FEP, and will be expected to attract additional clients to the firm. The position would suit an experienced private client fund manager attracted by the opportunity of joining an entrepreneurial and growing fund business in which he/she can make a significant contribution to its future success. A good track record, a solid base of private clients and an ability to work in a team environment are essential characteristics for this position.

There is an opportunity to become a shareholder in the business.

To apply, please send your CV to: Miles Ashby, TCS Advertising, 35 Gower Road, London W2 4QR Quoting reference FT/CI



**TCS  
ADVERTISING**

## ACCOUNTANCY APPOINTMENTS

## Group Finance Director

### Central London


Our client is a diverse, privately held group with operations in the manufacturing, property investment and transportation sectors. The group has recently undergone a programme of portfolio rationalisation and restructuring, providing a greater focus upon its businesses with the greatest profit and growth potential. It is now poised for development from a current turnover base of £35million per annum.

There is an outstanding opportunity for a Group Finance Director to join the Board, to assume responsibility for the financial management of the group, reporting to the Chief Executive. Key features of the role include contribution to the group's strategic direction, improvement in the quality and efficiency of management information flow and strong working capital management.

Candidates, aged at least 30, will be graduate qualified accountants who have substantial board level exposure and who can demonstrate both experience of, and continuing commitment to business process and profit improvement. Experience of group reporting environments is essential, and tax planning, balance sheet control and MIS development are core technical competencies. Personal attributes will include strong intellect, a high degree of motivation and all-round commercial vigour.


Applicants should forward a comprehensive curriculum vitae, quoting reference 269789 to:

Jon Boyle ACA, Executive Division,  
**Michael Page Finance, Page House,**  
39-41 Packer Street, London WC2B 5LH.



**Michael Page Finance**  
Specialists in Financial Recruitment  
London Bristol Birmingham Edinburgh Glasgow Leamington Spa  
Maidenhead Manchester Nottingham St Albans & Worldwide

## TAKE PRECISE AIM



BY PLACING YOUR RECRUITMENT ADVERTISEMENT IN THE FINANCIAL TIMES YOU ARE REACHING THE WORLD'S BUSINESS COMMUNITY.

For information on advertising in this section please call:

Andrew Skarzynski  
on +44 0171 873 4054

Toby Finden-Crofts  
on +44 0171 873 4027

Robert Hunt  
on +44 0171 873 4095

## Finance Director Process Engineering

### Midlands


Our client, a subsidiary of an international group based in Continental Europe, is a leading supplier of process equipment and engineering solutions to major clients in both private and public sectors. They employ some 170 people and generate an annual turnover in excess of £30 million.

The company seeks to appoint a commercially oriented Finance Director, at Board level, to take on full financial management responsibility and help drive the business through its next phase of growth. The role will also take responsibility for the commercial, legal, and administrative functions.

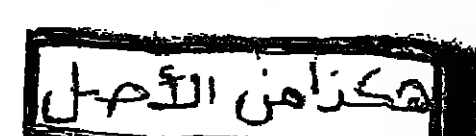
Probably in your mid to late 30s, you will be a graduate qualified accountant or an MBA, with a strong background in corporate financial management, experience of capital goods and contracts, and proven ability as a manager of people and business issues. A willingness to work overseas and French language skills would be a distinct advantage. This is an expanding group at a crucial stage of its development.

Please reply in confidence, enclosing a full CV and quoting reference B1976, to:

Alexander Hughes Selection, 58 St. James's Street, London SW1A 1LD.



**ALEXANDER HUGHES  
S E L E C T I O N**  
A Company Member of the CPM Search International Network



هكزامن الأول



## Group Financial Controller

Central London To £55,000 + car + benefits

Our client is a property investment and development group operating in both the UK and Continental Europe with net assets in excess of £200 million. With a clear acquisition driven business strategy it is poised for the next stage of growth. It now seeks to appoint a dynamic, commercially aware Financial Controller with a reputation for delivering quality service within a results-driven environment.

Reporting to the Deputy Chief Executive, you will be responsible for the Group finance function covering management accounting, budgeting, forecasting, taxation, and the preparation of the published accounts. In addition you will be charged with leading and enhancing the accounting team in line with the organisation's development plans.

The successful candidate will be an energetic, qualified accountant with strong technical and

commercial accounting skills gained in a fast moving, blue-chip environment. In addition to having outstanding people management abilities, you will be a committed team player with an outgoing personality and the requisite adaptability and credibility to inspire employee confidence at all levels. This role would suit an ambitious professional looking to succeed within a performance oriented organisation.

Please write outlining your suitability to the position and enclosing a curriculum vitae with current salary details to Richard Pooley, Ernst & Young Management Resources, Rolls House, 7 Rolls Buildings, Fetter Lane, London EC4A 3NH, quoting reference RP703. Fax number: 0171 931 1022.

**ERNST & YOUNG**

## Finance Director

Consumer Products

c.£60,000 + Bonus, Share Options & Benefits

North West

UK plc requires very bright ACA to contribute strategically and help drive this household name forward.

### THE COMPANY

- Profitable £40m turnover. International name supplying major UK retailers and export markets.
- Ongoing investment in plant, processes and people.
- Committed to growth and adding value through innovation and proactive approach to customers.

### THE POSITION

- Key member of Board. Contribute to strategic direction. Responsible for finance and treasury, planning process and IT.
- Improve management information systems to enable cost drivers to be identified and controlled. Work closely with commercial colleagues.

- Institute thorough and modern investment appraisal process.
- Manage all aspects of results presentation.

### QUALIFICATIONS

- Graduate ACA with minimum 5 years' post qualification. Manufacturing experience advantageous but not essential.
- Preferably from medium sized business. Strong on business analysis and commercial involvement.
- Articulate, confident, self-motivated, influential team player. Capable of driving change.

Please send full cv, stating salary, ref MN60201, to NBS, Courthill House, Water Lane, Wilmslow, Cheshire SK9 5AP



Manchester 01625 539953 • London 0171 493 4392  
Aberdeen • Birmingham • Bristol • City  
Edinburgh • Glasgow • Leeds • London  
Manchester • Slough • Madrid • Paris

## European Controller

Luton

c.£55,000 plus benefits

Dominant in its niche market through both organic growth and acquisition, our client is the European subsidiary of the largest privately owned contract services company in the United States. It provides clients with highly skilled temporary and contract employees in hundreds of job classifications at sites around the world.

The European subsidiary specializes in the contract drafting and design for the automotive industry and also in providing highly skilled staff for technical contracts.

Reporting to the Vice President and Corporate Controller in the US, the successful candidate should have, in addition to senior level financial management experience, an in-depth knowledge of accounting throughout Europe, familiarity with employment and tax laws and a strong systems background.

Applicants should have practical experience of working within a business where the allocation of costs, prompt billing, effective credit control and the provision of meaningful management information have been critical to the prosperity of the organisation.

The ability to think strategically and manage management skills are prerequisite and previous experience of acquisitions would be advantageous.

Please send your curriculum vitae with current salary details and an explanation of how you meet these requirements to Suzanne Karoly, Ernst & Young Management Resources, Rolls House, 7 Rolls Buildings, Fetter Lane, London EC4A 3NH, quoting reference SK704.

**ERNST & YOUNG**

## INTERNATIONAL BENEFITS MANAGER

### Unique Development Opportunity

West London

£40 - £50,000 pa,  
Car, Benefits

A leading, global brand-name, FMCG organisation, our client offers the unique opportunity for successful individuals to cross functional boundaries.

Based at the Group Headquarters, the position of International Benefits Manager will give you broad responsibility dealing with Executives at all levels. For the right individual there is the potential to progress rapidly to a significant and high profile management role in a different specialist function.

Specific initial responsibilities will include:

- Management of international pensions and risk benefits.
- Co-ordination of top executive remuneration programmes including long term incentive schemes.
- Structuring executive assignment packages, ensuring that effective tax and social security planning is undertaken.
- Developing and maintaining an up to date compensation and benefits database.

This opportunity could be interesting to individuals with backgrounds in Finance, Tax, Benefit Consulting, Pensions or Human Resources. Key technical skills acquired in any of these areas could be applicable. Development training and support will be given to build on your existing skills. Successful candidates must be graduate calibre, numerate, with a high level of commercial awareness as well as the potential to progress quickly to a senior management role. Communication skills and a customer-focused approach are essential.

Interested candidates should write with full CV, quoting current rewards package, to Karen Wilson, Hoggett Bowers, 7-9 Bream's Buildings, Chancery Lane, London EC4A 3DF, Tel: 0171 430 9000, Fax: 0171 405 5995 quoting ref: WKW/15234/ET.

**Hoggett Bowers**

EXECUTIVE SEARCH & SELECTION



## INTERNATIONAL MONEYBROKER

based in London seeks German national or bilingual graduates with experience in Options or Swaps.

Here is a unique opportunity to join one of the leading derivatives brokers as we expand our operations in Interest Rate products, Bonds and Equities.

Salary package will be commensurate with experience.

Please apply in confidence to Box A5273, Financial Times, One Southwark Bridge, London SE1 9HL

## APPOINTMENTS ADVERTISING

Appears in the UK edition every Wednesday & Thursday and in the International edition every Friday.

For information on advertising in this section please call:

Toby Finden-Crofts on +44 0171 873 3456

Robert Hunt on +44 0171 873 4095

## TREASURER

NEW CENTRAL POSITION IN INTERNATIONAL PLC GROUP

WEST OF LONDON - MIDDLESEX

c.£60,000 + BENEFITS

£700 million turnover manufacturing and service plc group with operations in over 20 countries needs an expert Treasurer to pull together and be responsible for all aspects of treasury operations worldwide.

Operating as part of the slim head office team and reporting to the Financial Director of the group, he/she will act as a focus of expertise, assisting operating companies to improve cash management and ensuring that sound controls exist.

Treasurer will invest surplus cash, arrange funding, manage foreign exchange exposure and organise trade finance. He/she will develop key banking relationships and will play an important part in acquisitions and disposals.

Aged 35-45, graduate MCT and preferably a qualified accountant, candidates will have corporate treasury experience at a senior level gained within an international industrial group.

Experience of setting up and developing treasury systems will be essential, as will a working knowledge of taxation. Personal qualities will include sound negotiating and communication skills and the ability to balance strategic and operational work effectively.

This is a 'hands-on' senior management position offering scope to make a visible personal impact in a substantial group of businesses.

Please apply in writing quoting reference 1092 with full career and salary details to:

Nigel Bates  
Whitehead Selection Limited  
11 Hill Street, London W1X 8BB  
Tel: 0171 290 2043  
http://www.gbnet.co.uk/whitehead

**Whitehead**  
SELECTION

A Whitehead Mann Group PLC company

C. £35 - £40, + CAR

PETERBOROUGH

## Financial Controller

In your thirties, with an accounting qualification and a progressive career history within a blue chip organisation, preferably within the shipping/service sector, you will be attracted by this challenging career opportunity. During the first six months you will head up a small team responsible for establishing the finance function of our client's (£6 m) UK liner agency business in their new centralised operations headquarters based at Peterborough. In line with our client's strategy, you will be responsible, over the following eighteen months, for improving and adapting systems/processes and recruiting staff to be able to provide a centralised financial and accounting service for our client's other ship liner agency businesses in Europe. You will need to demonstrate the ability to manage both complex and routine issues with equal enthusiasm, with an eye for detail and an ability to deliver a world class customer focused service. Proven people management skills are essential. Previous experience of working within a multi-lingual, multi-site operation are desirable.

Our client is part of a blue chip publicly quoted group with a £6 billion turnover, of which shipping is a core activity being the world's largest independent ship agency with over 250 offices in 43 countries. Europe is a significant part of this global business. Reporting on a day to day basis to the General Manager of the centralised operating unit you will also report functionally to the European Financial Director. In addition to an attractive salary you will receive a comprehensive employment package including company car, pension and private health cover. An early response is required and candidates can either telephone Roger Lilley or write/fax to him with full career details and contact telephone numbers to the following address (telephone/fax number 01491-573650).

Roger Lilley Associates,  
International Management Recruitment,  
Redvers House, 13, Fairmile,  
Henley on Thames, OXON RG9 2JR

**ROGER LILLEY**  
ASSOCIATES

International Management Search  
Selection & Development

## SENIOR FINANCE & ADMINISTRATION MANAGER

Based in Singapore

Attractive remuneration + full expatriate and relocation packages

Our client is an established and reputable international market leader in the manufacturing, sales and rental of high-quality foundation and construction equipment. In continuing their financial successes and expansion programme around the Asia region, they require a top-notch Senior Finance & Administration Manager to oversee their regional operations.

Reporting directly to the Managing Director, you will assume crucial responsibilities for the overall corporate financial, accounting, administration and personnel operations. This will include tax planning and implementation, management reporting systems, budgeting and long-range planning, cash management and compliance with local tax statutory requirements, cost control, financial analysis and cashflow management. This being a regional position, you must be prepared to travel frequently, be knowledgeable of multicurrency financial management, be able to monitor overseas subsidiaries and liaise closely with local and overseas banks, legal advisors and auditors as well as with the Corporate Headquarters.

Probably in your late 30s to early 40s, you must be a qualified accountant with 10 - 15 years' relevant experience in an international company. Previous overseas employment and experience in the Asian region, with the latter years in a senior management capacity, would be an advantage. Having a financial flair coupled with excellent interpersonal and communication skills, you must be mature and tolerant in dealing with regional Asian counterparts and clients. In addition, you must be IT literate and knowledgeable of computerised financial and accounting packages encompassing sales and inventory modules. In dealing with your European counterparts, it is highly advantageous for you to be proficient in Italian and/or French.

To expedite your application, please submit your application to our Singapore office via fax (65) 296 3738, quoting Ref: 5614, by 1 March 1996. PA Consulting Group, 152 Beach Road # 12-03, The Gateway, East Tower, Singapore 189721.

Office:  
London: 0171 720 0000  
Birmingham: 0121 454 7911

**PA Consulting**  
Group

Manchester: 0161 226 4831  
Birmingham: 0121 223 4631  
Glasgow: 0141 221 3954

Malaysia • Luxembourg • Japan • Ireland • Italy • Hong Kong

## Finance Director

Fast-Growing Subsidiary of Major plc

To £50,000 + Benefits

North West

High profile opportunity for ambitious finance professional.

### THE COMPANY

- £400m turnover subsidiary of £multibillion group. Expanding rapidly. New state-of-the-art facilities.
- Provides central distribution services to major retail outlets. 1,200 staff, 300 vehicles, 14,000 deliveries per week.
- Strong entrepreneurial, sales-led culture. Emphasis on empowering individuals. Dynamic, fast-changing business.

### THE POSITION

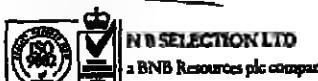
- Full responsibility for all aspects of financial control. Report to Managing Director. Manage and motivate substantial team.
- Ensure production of accurate, timely and relevant financial information. Work closely with the Board to provide strategic and commercial input.

- Ensure delivery of ambitious turnover/profit targets. Real opportunity to influence performance and growth plans.

### QUALIFICATIONS

- Ambitious, qualified Accountant, probably ACA. Blue-chip training and strong academic credentials. Understanding of substantial organisations and ideally some exposure to distribution.
- Conversant with plc reporting requirements. Background managing a finance team. Excellent analysis and business planning skills.
- Hands-on approach. Eye for detail, yet able to see the wider picture. Ability to persuade/influence at all levels. Potential to develop further. Hard working.

Please send full cv, stating salary, ref MN60203, to NBS, Courthill House, Water Lane, Wilmslow, Cheshire SK9 5AP



Manchester 01625 539953 • London 0171 493 4392  
Aberdeen • Birmingham • Bristol • City  
Edinburgh • Glasgow • Leeds • London  
Manchester • Slough • Madrid • Paris



c. £100,000 package  
+ benefits

International Contracting

Home Counties

**Group Finance Director**

Immensely successful c. £300 million turnover group engaged in the financing, construction and management of major infrastructure projects worldwide, seeks a highly experienced FD to play a pivotal role in driving continued expansion in both the developed and developing world. Broad commercial role working with a talented and entrepreneurial team and with the prospect of flotation in the medium term.

**THE ROLE**

■ Board member fully responsible for finance, planning, IT, control and audit throughout the group.

■ Proactive and resourceful in the provision of project finance and securing international aid and development funds. Expertly managing foreign exchange and currency exposures and maintaining first-class banking relationships.

■ Close involvement in strategy development. Building strong rapport with senior divisional management to provide ongoing advice and counsel.

**THE QUALIFICATIONS**

■ Graduate Accountant with proven success at board level in the negotiation of funding for and subsequent completion of major international capital projects. Commercially astute and close to the real business issues.

■ A leader who can manage, motivate and develop the head office and divisional finance teams. Prepared to travel extensively with fluency in Spanish and/or French an advantage.

■ Stature and interpersonal skills to become a valued advisor to the divisional teams and enhance relationships with the banks, J/V partners and other third parties.

Leeds 0113 2307774  
London 0171 493 1238  
Manchester 0161 499 1700

**Selecter Europe**  
Spencer Stuart

Please apply with full details to:  
Selecter Europe, Ref. FT920046,  
14 Connaught Place,  
London W2 2ED

Coating  
Resins are  
one of  
the most  
valued and  
versatile  
materials  
affecting  
every facet  
of our  
everyday  
lives

A world class opportunity with  
a world class company.  
**U.K. FINANCIAL CONTROLLER**

Cray Valley Ltd. is a world leader in the development and manufacture of synthetic resins, with a turnover of £90 million in 1995. We are part of TOTAL, the international oil and chemicals group and our European headquarters are based in South Wales.

We now have a need for a dynamic and innovative Financial Controller to join our UK Executive Team. This key role requires a proven commercial awareness and immediate professional credibility, as you will be directly responsible, annually and strategically, for the direction of financial planning within the company ensuring that corporate objectives are targeted and achieved.

Through a variety of initiatives, you will provide a comprehensive financial management service, from treasury management and implementation of best practice, through to capital investment project appraisals to preparation of management accounts/forecasts.

The demands of this role require a qualified Accountant of graduate calibre, with considerable experience at a senior level, preferably in the manufacturing industry. Good presentation skills and a creative approach to problem solving are also essential.

Such a challenging opportunity will be rewarded not only by professional and personal achievement, but also by an excellent financial package which includes relocation assistance where appropriate.

Please write with full CV and salary expectations to Mr Clive Mason, Human Resources Manager, Cray Valley Ltd, Waterloo, Machen, Newport, Gwent, NP1 8YN.

Closing date for applications: Friday 23rd February 1996.

**CRAY VALLEY**  
COATING RESINS



# Financial Analyst - Deal Shaping

£50-60k plus benefits

A business  
development role  
in outsourcing

OUTSOURCING OF FUNCTIONS which have traditionally been performed in-house is being increasingly recognised as an effective means for businesses to achieve commercial advantage. The growth rate of our outsourcing practice, Business Process Management, has been phenomenal and outsourcing is key to our strategy. Indeed we have now expanded the solutions we offer from purely IT to include accounting and logistics management.

The increasing scale and complexity of our business is having a major impact on the way we partner with our clients to shape outsourcing arrangements. We now seek a senior manager to provide financial and analytical

support to help shape the commercial structure of deals. You will be responsible for assessing the financial and commercial viability of outsourcing arrangements and identifying the potential benefits to our clients, working in a dynamic environment where the ability to manage complex issues is essential.

A graduate qualified accountant, with at least four years' post-qualification experience, you will have had exposure to business development within a commercial organisation. Working with other senior managers you will impress Partners and clients with your business and financial acumen and make a pro-active contribution. The

ability to develop and manage a small but growing team will be essential.

Stimulated by the challenge of working for one of the most respected names in outsourcing, you will be ambitious and keen to progress within an organisation that rewards high achievers with attractive remuneration and excellent career development opportunities.

If you are interested in finding out more, please contact our advising consultant, Felicity Exton at Tilsman Information Systems, Latimer Park House, Latimer, Chesham, Buckinghamshire HP5 1TT. Telephone: 01494 764428. Please quote reference AC/FIN2.

**ANDERSEN  
CONSULTING**

## MORGAN STANLEY FAR EAST DERIVATIVES

HONG KONG & TOKYO

£ EXCELLENT

This global investment bank provides a wide range of financial services to a large and diversified group of clients. With headquarters in New York, the firm has an established presence in Europe and the Far East.

The global derivative product group provides local support to its markets utilising advanced techniques to measure and control risk for leading edge products. Our client is looking to recruit high calibre product controllers for both Hong Kong and Tokyo, to support the growth of business and contribute to the organisation's continued success.

Our client is looking for an Equity Controller in Hong Kong and a Fixed Income Controller in Tokyo.

The successful candidates will have:

- at least 2 years' product exposure within a control function;
  - solid accounting skills;
  - the ability to juggle priorities in a pressurised changing environment;
  - strong communication skills;
  - proven analytical and problem solving ability;
- For both positions, the roles will incorporate:
- operations and regulatory issues;
  - daily analysis of profit and loss;
  - reporting and control of market risk;
  - supply of credit risk information;
  - extensive liaison with internal and external clients;

- ad hoc project work in support of the trading areas;

The successful candidates are likely to be of graduate calibre with a professional qualification or equivalent experience. Basic knowledge of local languages (Cantonese/Japanese) would be useful.

Flexibility, motivation and commitment to building a career in a Far Eastern location are of prime importance in determining success in these exciting roles.

Interested applicants should write in the strictest confidence to our retained consultant James Rust on 0171 379 3333 or send a recent Curriculum Vitae to him at Robert Walters Associates, 25 Bedford Street, London, WC2E 9HP. Fax No: 0171 915 8714. Internet: city@rwa.co.uk.

ROBERT WALTERS ASSOCIATES



L O N D O N W I N D S O R E N E W Y O R K A M S T E R D A M B R U S S E L S S Y D N E Y

## FINANCIAL CONTROLLER

**Key Influencing Role**

Our client is the French operating unit within one of the most successful divisions of a leading pan-European IT Group. Both the Group and the Division are profitable market leaders. The French operation (turnover cff200 million) provides systems and services to some of France's major retailers and its growth potential is considerable.

**Paris**

As a key player in the French business you will:

- Influence the management team on key commercial and financial decisions.
- Develop and maintain, to the highest level of integrity, all financial systems, controls, reporting and management information.
- Be instrumental in driving the business forward.
- File local statutory returns and provide promptly all required data and reports to the European Head Office.

**Excellent Package**

To perform and develop the role you will be a Qualified Accountant, fluent in French and English, who is familiar with all aspects of accounting within France. Wider European experience would be ideal, but is not essential. A strong affinity with computerised systems is vital as are excellent interpersonal, presentation and communication skills. An interest in technical matters should be balanced with a high level of commercial acumen.

Interested candidates should write with full CV, quoting current rewards package, to Karen Wilson, Hoggett Bowers, 7-9 Bream's Buildings, Chancery Lane, London EC4A 1DY. Tel: 0171 430 9000, Fax: 0171 405 5995 quoting ref. HKW/14019/FT.

**Hoggett Bowers**

EXECUTIVE SEARCH & SELECTION



THE PSD GROUP

## INTERNATIONAL TAX MANAGER

Amsterdam

c. £45,000  
+ Benefits

Contact Jim Birtwell  
on  
(0171) 415 2800

or write to him at Brewer Morris,  
179 Queen Victoria Street,  
London EC4V 4DD.  
Evenings & Weekends:  
(0171) 622 0900

**BREWER-MORRIS**

TAXATION RECRUITMENT SPECIALISTS

We are acting exclusively for the world's leading conference and exhibition group who are looking for a hands-on international tax manager. It is a private company with a positive, success orientated approach to business development and tax planning. With operations in over 35 countries, the role will be based at the centre of the group in Amsterdam, following one month's training in London.

It is strongly felt that a manager with international tax experience and a proactive approach to tax planning could move the group forward and ensure that the tax burden is minimised. Continued acquisitions provide ample opportunity for interesting due diligence work, and the expansion of current businesses into new markets requires constant attention to cross border and transfer pricing issues.

This management entry level job requires an ACA with 3+ years' post qualifying experience, including broad international tax exposure in industry. For someone with energy and vision this role provides an opportunity to independently develop a tax function within a dynamic and well managed multinational environment.

**FT**

FINANCIAL TIMES

The FT can help you reach additional business readers in France. Our link with the French business newspaper, Les Echos, gives you a unique recruitment advertising opportunity to capitalise on the FT's European readership and to further target the French business world.

For information on rates and further details please telephone: Robert Hunt on +44 0171 873 4095

**Les Echos**  
Le Quotidien de l'Economie

مكتبات الصحف







## MANAGEMENT

During the 1960s the idea of management as a set of skills which could be studied, taught and applied, began to be taken more seriously in Britain. New business schools were established in London and Manchester and the demand for the services of management consultants increased.

The Financial Times played its part in this process by starting the Management Page, which soon became an established part of the paper. It implies no disrespect to the early writers on that page to say that its authority and influence were immensely enhanced when Christopher Lorenz was put in charge of it in the following decade. He brought to the Management Page not only great journalistic skills, but also a deep understanding of how companies work. He formed constructive relationships with management academics at business schools and other institutions; one of his most important functions was to act as a bridge between the worlds of business and academia, helping to diffuse knowledge of new ideas.

But he was more than an interpreter of management trends. In his books and articles he made a distinctive contribution of his own. Writing about management can easily degenerate either into academic abstractions or into over-simple descriptions based on whatever fashion happens to be running at the time. Chris avoided both these traps. His ability to strike the right balance between theory and practice marked him out as an outstanding management writer and thinker, as well as a distinguished journalist.

After reading history at Churchill College, Cambridge, Chris joined the FT in 1966, working first in company comments and then on the foreign desk. These two traditional training grounds prepared him for his assignment to the Frankfurt office in 1971. During his three years in this job he raised the quality and comprehensiveness of the FT's coverage of the German corporate scene, and gave the paper a higher profile in what was to become its most important overseas market.

Back in London he became the FT's first electronics correspondent, at a time when this industry was being shaken by global competition and technological change. Chris brought to his reporting an international dimension which was a model for the paper's other industrial writers. In the transformation of the FT from a domestic to an international business newspaper, he played a crucial role.

These same skills were put to even better use when he moved to the Management Page in 1977. The challenge of international business



Outstanding writer and thinker who brought a deep understanding of how companies work and the problems businesses face

## Christopher Lorenz

Geoffrey Owen on the career of the FT's distinguished management editor, who died on Wednesday

including the management of alliances and joint ventures was one of several strands in Chris's work which won him a wide readership in Britain and overseas. Another was design, where he became one of the country's leading experts; he was a member of the Design Council and his book, *The Design Dimension*, was published in seven languages. This was a personal as well as a journalistic interest. He was an enthusiast for steam trains and had a working model which he prized. In 1988 he wrote a long article examining the influence of Bugatti on Sir Nigel Gresley, designer of the Mallard, and on the railway design revolution which produced the A4

class of streamliner.

Chris was unusual among business journalists in his grasp of technical issues and he was fascinated by the link between technology and strategy, another of his successful books, co-edited with professors Robert Hayes and Kim Clark of Harvard Business School, was *Uneasy Alliance: Managing the Productivity-Technology Dilemma*. But the most impressive aspect on his writing of management was its breadth. This was best exemplified when he wrote a series of articles on a particular company; his detailed account of the transformation of ICL, the British computer company, in the early 1980s was especially memorable.

Because of the standing which he enjoyed in the business community he had unrivalled access to these companies, but his coverage was always critical and objective, looking for practical lessons which would be relevant to other managers in other industries.

For his colleagues, Chris was an unfailing source of wisdom and advice. His influence went far beyond the pages for which he was responsible. His death robs the paper of a special talent. The sympathy of all members of the staff goes to his widow and children.

Sir Geoffrey Owen was editor of the Financial Times from 1981-1990.

### ■ Charles Hardy, social philosopher and writer

There are few people whom you like and admire in all the ways you know them. Chris Lorenz was one of those few. As companion and friend, as journalist and commentator, as an insightful thinker on the ways of managers and organisations, Chris was always a joy to be with. He had a gift for exposing humbug and contradictions, and for puncturing pretensions, including my own, without giving offence. The ideas he preferred in exchange more than compensated. I don't think that I ever came away from a meeting with Chris without having learnt something, and without having enjoyed the experience.

### ■ Kim Clark, dean of the faculty, Harvard Business School

Working with Chris was a stimulating experience. He had a lively mind, loved ideas, and could cut to the heart of an issue or problem. He was never content with the surface, even if it was bright and shiny.

### ■ John Seirell, chairman, The Design Council

Christopher was a powerful advocate of design's key role in industrial competitiveness. He broadcast this message not just through the pages of the Financial Times but in magazines and books, at conferences and seminars worldwide, arguing, persuading, inspiring. His rare insight and commitment were highly regarded by designers. He made a great contribution both as a member of the Design Council for six years and as an influential member of the recent review of its remit and operations which set out the blueprint for its future. He will be sorely missed.

## Keeping employees on its side

EDS believes that maintaining motivation is the key to a successful transfer of staff, reports Richard Donkin

Managers working for Electronic Data Systems could be forgiven if they were to view their company occasionally as a corporate refugee camp, handling the flotilla and jetsam of large multinationals.

Many of them have been thrown together by circumstance as the company continues its growth strategy of running, and acquiring, the information technology systems and departments of other companies.

Contracting out or outsourcing information technology services to a third-party supplier has become increasingly popular in the last 10 years. Agreements usually entail a public or private body handing over its computer services, including staff and hardware, to an external professional supplier for a cash consideration, along with a contract to maintain the services for the outsourcing company.

The philosophy behind such deals is based on the premise that the specialist is better at handling such services and its involvement releases the outsourcing organisation to concentrate on what it does best.

EDS has had more than 30 years' experience worldwide of managing such transfers, including 10 years of transitioning staff in Europe. More than half of its 16,000 European staff, half of the UK board, and John Bateman, the current European chief executive, came to the company as a result of IT outsourcing transactions.

Not all staff have come willingly. The company has found that the biggest problems in such deals usually involve the transfer of staff who can suddenly find themselves filled with uncertainty because the company for which they work no longer wants them.

Their reaction to such decisions can be crucial to the success of the arrangement, says Tony Ebbutt, human resources Director of EDS Europe. "What we need to understand is that those people chose to work for the transferring company, not ours. They need to know from the outset that they will have the opportunity to develop a career within EDS."

He says that the secret to a

successful transfer is to maintain staff confidence and motivation throughout the process.

In common with most of his colleagues, Ebbutt arrived at EDS under a transferring deal. He had been personnel director in Unilever's computer services subsidiary when it was sold to EDS in 1984. "When it happens you are saying 'what about me, my terms and conditions? Am I going to have continuity of employment?'"

The company has developed a blueprint which it uses when drawing up new arrangements for incoming employees. When the Inland Revenue put its computing services out to tender it insisted

"The idea is that we have a one-company philosophy that gives both the company and its employees the flexibility to work in a variety of areas. Initially many continue to do a similar job to that which they did before"

upon comparable pension terms from any bidder. This meant that when Inland Revenue employees were transferred to the company they were offered two types of contract to choose from - the standard EDS package and one, including pension entitlements, which closely mirrored the one they had in public-sector employment.

Sometimes the obstacles to a transfer are too great and the company has occasionally backed away from deals where it cannot find a solution to integrating employees.

The company's career development policies mean that transferring employees have training opportunities that will enable them to work elsewhere in the company.

"The idea is that we have a one-company philosophy that gives both the company and its employees the flexibility to work in a variety of areas. Initially many continue to do a similar job to that which they did before"

This has happened to Jean Pierre Lemée who came to EDS France from Rank Xerox and who now works among his former colleagues looking after the Rank Xerox IT account. "That was my added value to EDS. I knew the business." Working for another employer, however, he feels he needs to prove himself again.

Dave Cowan had been a UK civil servant for 12 years, transferring to EDS when the company won the contract to take over and run the Driver Vehicle Licensing Centre in Swansea. At the time he was a systems analyst and a trade union officer with the NUCPS civil servants' union. Today he is a technical development manager.

His image of EDS was that of a macho multinational with authoritarian management, partly arising out of its early years in the hands of Ross Perot who sold it to General Motors, its current parent.

"That image has not been born out by the experience. We were pleasantly surprised at the time when the management wanted to speak to us and said they wanted to make it as painless as they could. They provided a lot of information, covering both good and bad points of the move, including the possibility of some redundancies," says Cowan.

Two contracts were provided - both an image contract, mirroring that in the civil service and a standard EDS contract. After early suspicions, he says, there had been a stream of people moving over to the standard contract which included such things as private health and dental packages.

For many employees the biggest changes have been cultural, moving from public to private sector. As EDS continues to grow, swallowing up the IT departments of other businesses' its challenge will be to maintain employment conditions and career opportunities that will keep its employees on side.

### COMMERCIAL PROPERTY

## FOUR DAYS AT THE HEART OF THE INTERNATIONAL PROPERTY MARKET

## MIPIM

THE INTERNATIONAL PROPERTY MARKET

With some 8,000 sq. m. of exhibition space and over 7,000 professionals expected to attend, MIPIM's seventh edition is more than ever the premier event for international property professionals.

- The ultimate focus for the supply and demand of commercial property
- The fast track for top-level contacts
- The ideal venue to arrange partnerships, consortia and to originate new business.

Schedule your trip today:

March 14-17, 1996  
Four days you can't afford to miss.



PALEIS DES FESTIVALS - CANNES - FRANCE - MARCH 14-17

A MEMBERSHIP OF EREX ASSOCIATION COMPANIES For further information, contact David Schiller - Real Estate Organisation Ltd Tel: +44 (0)1773 528 006 Fax: +44 (0)1773 895 089

### FRANCE

We specialise in marketing commercial property in France, and act on behalf of major international banks, insurance companies, investors and developers. Through our pro-active and strategic marketing methods, we have achieved significant results for our clients. If you are having difficulties in letting or selling your commercial property in France you should speak to us first.



R.M. INVESTISSEMENTS  
72, rue du Faubourg, St Honoré 75008 Paris  
Tel: (1) 40 07 86 07 Fax: (1) 40 07 86 08

## The Financial Times plans to publish a Survey on European Business Property on Friday, March 8.

The survey will focus on the Commercial Property Market in eight European countries with editorial providing sharp insightful comment on topical property issues.

This survey will be a valuable point of reference and an ideal medium in which to promote properties and developments with a European bias.

For advertising details contact:

Courtney Anderson  
Tel: 0171 873 3252

Nadine Howarth  
Tel: 0171 873 3211

FT Surveys

### BUSINESSES FOR SALE

#### POPULAR COUNTRY RESORT HOTEL FOR SALE

INVEST IN THE FAST EXPANDING TOURIST TRADE IN SOUTH AFRICA

This well established hotel is situated on 176 acres in the majestic Drakensberg mountain range with its beautiful weather all year round and is easily accessible halfway between Durban and Johannesburg.

The hotel has 53 rooms and is a Bowlers Paradise with 3 Championship Bowling Greens. Other recreation facilities are tennis courts, Horse Riding, Hiking on mountain trails and many others.

Annual sales: £700,000,000  
Average annual occupation: 60%  
Highly profitable: 20% plus return on investment before tax.  
Asking price: £1,000,000.00

Contact: The Advertiser or Fax  
P.O. Box 75159 S.A. 11 824 4395  
Gardenvue 2047  
South Africa

### FRANCHISING

#### INVESTING IN A MASTER FRANCHISE CAN BE ENORMOUSLY REWARDING

WASHINGTON D.C.

MARCH 8, 9, 10, 1996

For serious international investors the opportunity to buy into a proven franchise concept can be enormously rewarding.

Visit the International Franchise Expo... the World's Largest -

It is the perfect forum to research the hundreds of opportunities that exist.

Take advantage of in-depth educational seminars by industry experts.

To receive FREE EXPO GUIDE with an official INTERNATIONAL FRANCHISE EXPO

P.O. Box 1723 - Washington, DC 20006 USA  
Tel: 202 547 3521 Fax: 202 547 3523

### LEGAL

#### NOTICES

**HOLMES & LAW LIMITED**  
REGISTERED NUMBER: 002342  
Trade classification: 13  
Date of appointment of John Adamopoulos: 20 January 1996  
Name of person responsible for Administration: John Adamopoulos  
OVERSEAS SALES AND SERVICE (INTERNATIONAL) LTD  
John Adamopoulos, Director  
Office holder was: 0496 and 7821 at  
Company's Address: Chancery Lane, New York, 10014 NY USA

#### TOWNSEND & COMPANY (INSURANCE SERVICES) LIMITED

(Formerly Townsend & Company Insurance Brokers Limited)  
Registered Number: 0106099  
Trade classification: 33  
Date of appointment of Edward Edmunds: 20 January 1996  
Name of person responsible for Administration: Edward Edmunds  
Office holder was: 2422 and 2791 at  
Company's Address: 1 East Parade, Sheffield S1 2ET  
Date of appointment: 30 January 1996  
Name of person responsible for Administration: Edward Edmunds

### BUSINESSES WANTED

#### Manufacturer Wanted

Seeking mfr. to market & build under US patent license, "Var-Kool", uses no fuel or gasoline. Keep vehicle cool while parked & in transit, low fueling costs, ideal for hot and arid climates. USD \$10K. Non-exclusive USD \$100K. Exclusive Call USA 802-235-2218

#### BUSINESSES FOR SALE

Appear in the Financial Times on Tuesdays, Fridays and Saturdays. For further information or to advertise in this section please contact Lesley Sumner 0171 873 3308

مكتبة الجليل



# Out of tune in Prague

As the row over the resignation of Gerd Albrecht from the Czech Philharmonic continues, Andrew Clark traces the crisis back to the velvet revolution and looks to the future

The only surprise in Gerd Albrecht's resignation as music director of the Czech Philharmonic is that he was allowed to choose his moment of departure - instead of being booted out months ago. Although his limitations as a conductor were becoming increasingly obvious, he was also accused of arrogance and insensitivity.

As a German occupying one of the highest positions in Czech public life, Albrecht, 60, needed to show extraordinary tact and diplomacy. Here was a country which had been brutalised by Germans in the war, where Sudeten German property claims are a cause of continuing bitterness. And here was an orchestra representing the Czech soul, a source of immense national pride, now presided over by a German.

Instead of using his position to promote reconciliation, Albrecht fanned the flames of nationalist resentment. He criticised President Václav Havel and accused prominent Czech musicians of trying to undermine him.

Whenever he was accused of personal and artistic deficiencies, he projected himself as the persecuted German. "It was not a question of Albrecht being a foreigner," says Zuzana Růžicková, who chaired the Czech Philharmonic's recently dissolved advisory committee. "There were many German artists, like Wolfgang Sawallisch and Helmuth Rilling, who are very popular here. Albrecht insisted on politicising his problems. No wonder people felt resentful."

By the end of last year, the Albrecht saga had become a soap opera on which every Czech - whatever his or her understanding of music - had an opinion. Alarmed by the slide in the Czech

Philharmonic's international reputation, the culture minister, Pavel Tigrid, changed its constitution, trimming the music director's authority and transferring executive power to a Czech manager. It was a humiliating put-down for Albrecht, who had little option but to resign.

In media interviews over the past week, Albrecht has tried to absolve himself of responsibility for the crisis. He accused President Havel's adviser, Ivan Medek, of "constantly working against me in an evil way". He also launched a bitter personal attack on two senior Czech conductors, Jiří Bělohlávek and Libor Pešek, and the director of the Prague Spring festival, Oleg

Podgorny. He claimed three-quarters of the orchestra still supported him. The Czech Philharmonic now finds itself celebrating its centenary without a chief conductor, wracked by internal division and in the throes of the biggest public relations disaster in its history. Although much of the blame can be pinned on Albrecht, there were other forces at work. The seeds of the crisis can be traced to those heady months after Prague's velvet revolution, when democracy ran amok and the lure of capitalism was at its strongest.

During a Japanese tour in 1991, the orchestra held its first free vote for the post of music director. Bělohlávek, the incumbent, was

deposed in favour of Albrecht, a Hamburg-based conductor whom the players saw as their passport to fortune. Rejecting advice that Albrecht did not fit its international image, the orchestra put its pocket first and gave him a five-year contract with sweeping executive powers.

The consequences of this choice began to dawn shortly after Albrecht took up the post in 1993. Rather than signing up with Deutsche Grammophon, the orchestra found itself recording for minor labels. Tour promoters in the key UK and US markets were not interested in Albrecht - and Albrecht refused to let the

orchestra tour without him. He even turned down an invitation to play at the Vatican. The orchestra also found itself passed over for prestigious engagements at home, such as the opening of this year's Prague Spring in May. Instead of offering the dates to the Czech Philharmonic, the festival invited Roger Norrington's London Classical Players to give the first historically-aware performances of Smetana's *My Country*. Albrecht retaliated by arranging for the Czech Philharmonic to perform the work on the eve of the festival, in the hall where Norrington wanted to rehearse.

The Czech government must also accept some of the blame. Instead

of putting the orchestra on an independent footing, with a western-style board of directors and management of proven experience, the culture ministry meddled to a degree even its Communist predecessors would not have done. Since last July the orchestra's manager has been a ministry official on temporary assignment. Its new constitution envisages an artistic council of 17 - hardly conducive to strong executive control. Albrecht's resignation leaves as many problems as it solves. The immediate task is to find a new music director. The natural candidate would be Bělohlávek, but he is heavily committed elsewhere, and is unlikely to accept in the present circumstances. Pešek has ruled himself out, saying "it would be nice to have another foreigner - to show that the Albrecht problem had more to do with personality than nationality". The favourite is Sir Charles Mackerras: he studied under Václav Talich, he loves Prague, speaks Czech and knows the orchestra. He would probably consider it an honour.

## Ballet/Clement Crisp

### Dances with death

For all the patent sincerity of his feelings, Matthew Hart's new ballet on the theme of Aids is ill-judged.

Hart, at the age of 24, has grown up in a world haunted by the dreadful toll of the disease, and his view of sexual relations is inevitably affected by this fact. Yet his *Dances with Death*, given its first performance on Tuesday night, is more clinical in its approach than psychological, as a white-clad corps de ballet of healthy cells is infected by a red and deadly virus (Darcey Bussell in a thankless and predictable role), and contagion passed from one man (Adam Cooper) to another (Jonathan Cope) and from him to a girl (Belinda Hatley).

The choreographic action is an all-too-innocent illustration of how Aids is communicated rather than a revelation of its tragic effects. There are anguished moments as each of the central trio rages against fate, but the sum effect is of a medical warning rather than choreographic (and hence poetically heightened) observation about the fact of this scourge in our world.

Hart's score is no help to him. He has chosen Britain's tensest violin concerto (splendidly played by Vasko Vassilev), and if it is music whose atmosphere is as dark as Hart's theme requires, it rarely offers that rhythmic support so needed for dancing. Its length also outpaces Hart's ideas: I sensed action arbitrarily made to fill out the music.

That Hart is gifted and can make dances is not in doubt. At the moment he needs guidance and a chance to learn his craft without plunging into the deep end. There are bold if over-elaborate designs of white panels by Ian McNicholl, and a moving performance by Belinda Hatley as the woman victim.

The programme also brought the first performance of a duet by Ashley Page for Irak Mukhamedov and Viviana Durante. Using parts of three of Liszt's Hungarian rhapsodies, spatchcocked together, *Now languorous, now wild*... is an adagio act of stunning

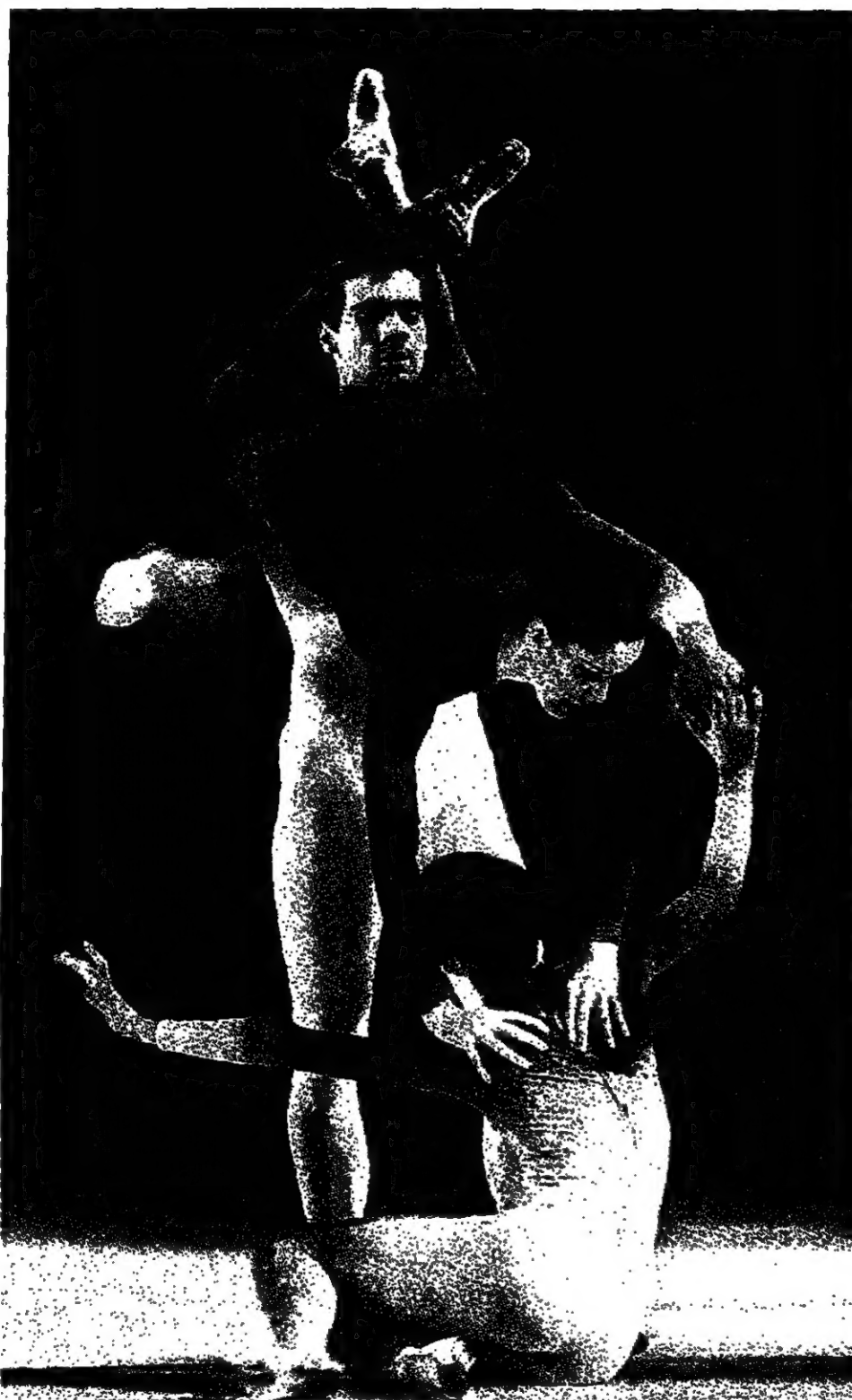
unsuitability. Mukhamedov is dressed as Baron Hard-up and wears trousers made for him by an enemy.

Viviana Durante is trapped in a short brown lace number with a head-dress like a suicidal meringue, all malignity conceived to make her look like a teenage hooker. These gems are designed by Antony McDonald who illuminates an otherwise dark stage with a piece of red scenery poking from an up-stage wing. The Opera House programme, for arcane reasons, offers pictures of Liszt and Lola Montes. It would have done better to use photographs of Dawn French and Jennifer Saunders.

Anthony Twinn plays the Liszt medley with good grace while Mukhamedov rumpages and tugs at an oddly regular Durante. The evening began with *Rhapsody* - which were better re-named *Flash-dance* - and ended with a revival of *The Invitation*. Created in 1980, this was Kenneth MacMillan's first mature statement about the power of dance to explore psychological states. Considered "shocking", it studied the sexual fate of a boy and girl: the boy is seduced by an older woman; her husband rapes the girl. I feared that its return to the repertoire might reveal long-gone. It is good to report that the staging, supervised by Lynn Seymour, who was the original Girl, shows the ballet as good as ever.

Nicholas Georgiadis' designs still glow, and against them, the drama moves with grand inevitability. Barry Wordworth deserves every praise for maintaining the Matsys Seiber score's tensions at dangerous moments - the dance scene; the cock-fight - when the action might falter. The roles of the Husband and Wife are superbly done by Mukhamedov and Genesis Rosato (who has been coached by Anya Linden, a memorably beautiful interpreter).

The Boy and Girl have rather more problems. Stuart Cassidy is too mature and too tall (a crucial pose when the Boy lays his head on the Girl's



Adam Cooper, Darcey Bussell and Belinda Hatley in Matthew Hart's new work

and later the Woman's - breast loses its force as he has to bend to far to convey the youthful charm and urgency that marked Christopher Gable's original. Leanne Benjamin is too bold, pushing at the boundaries of the drama. Seymour's genius here lay in her ability to hint rather than state, notably at the ballet's end when the Girl's walk must suggest a frozen sexual future.

## Theatre/Alastair Macaulay

### The Changing Room

What is a classic? Would that the season of Royal Court Classics at the Duke of York's Theatre had chosen another name. It was good to see both Ron Hutchinson's *Rat in the Skull* and Terry Johnson's *Hysteria*, both for the first time in my case. But classics? Not quite. Now the third and last in the present series, James Macdonald's staging of David Storey's *The Changing Room*, is more curious yet. Something is missing, but what?

Those of us experiencing it for the first time may well feel that we are watching a beautifully coherent and detailed production of a pointless play. In recent years, after all, we have seen many painful plays about the games that men play with each other that this 1971 backstage about an afternoon right up to the chairman. Everybody knows that the cleaner never watches a match; but we see also that the chairman does not mind skipping part of it to get out of the cold - and that afterwards he tells the players white lies about the parts of the game he missed. One or two players refers to wives or girlfriends,

but it is remarkable how little these men have to say about life away from the game.

The most brilliant achievement of this staging lies, I think, in its passages of physical intensity, especially in Act Two. The violence with which the players burst back into the room at half-time; and the strange semi-delirium with which Kendall (Brandon Coyle), early in the second half, returns to the room with a broken nose and impaired vision: these have an exceptional impact. But, at the opposite extreme, the constant low-energy of Harry the cleaner is also very well caught by Ewan Hooper. He exudes no charm whatsoever; his expression seems never to change; and he hardly seems to have a life.

I do not feel the unspoken sadness after the match that people found in the original staging. Nonetheless, the ambiguities of the play - some of them sexual - keep assembling in the mind as the play returns to memory. Now that I know what kind of play *The Changing Room* is and what it is not, I find myself anxious to see it again.

Duke of York's until March 20.

## A talent in need of fine tuning

Lee Evans is often a difficult man to read. Having found his way into comedy by the time-honoured route of getting laughs in order to curry favour, he still seems to harbour a fair amount of insecurity about his act. He appears truly incredulous to be playing a six-week season in the West End, and his thanks at the end of each half of the show sound genuine but awkward, as if he is painfully aware that "You've been a wonderful audience" is usually one of the most insincere lines a comedian can trot out.

Moreover, he spent much of the press night palpably bemused that we were not being quite wonderful enough. Although he had no trouble in eliciting a stream of medium-sized laughs, he appeared taken aback at several points that his anticipated big moments did not bring the expected guffaws. Where, say, Eddie Izzard turns the occasional comic damp squib into a quick gag at his own expense before shooting off again.

Evans hangs onto his reaction for that extra moment which suggests an element of truth in it - and these responses come after gags which are by no means failures, but just have not fully met his performance targets.

But the ex-boxer and musician works his insecurity wonderfully fully into his stage persona. Early in the set he degenerates into a torrent of embarrassed half-syllables, like Frankie Howerd with a defective microphone. Many of his physical set pieces are at his own contorted, gangling expense. If he had a pound for every Norman Wisdom comparison that has been made about him, he could comfortably retire now, but the similarity is gloriously evident.

Evans is master of the uncoordinated lunge, tying himself in knots far too untidy ever to gain a scouting proficiency badge. It is when this aspect of his comedy moves beyond himself as a subject that I begin to feel uncomfortable. Too many of his impersonations of other idiots - the trainee supermarket "gufer", the guy who always seems to be cleaning the floors of motorway service areas - look alike, and verge on what would elsewhere be condemned as "spastic" humour, although his intention is obviously nothing of the kind.

Lee Evans is rubber-faced, elastic-limbed man of the moment, and he has the comic ability to ensure a lengthy career. If he can strike the happy medium between caring too much about his reception and not thinking enough about some of his material, he will be phenomenal. He is already well on the way; all that is needed is a bit of fine tuning.

Ian Shuttleworth

Lyric Theatre, London W1, until March 16 (0171 484 5048)

## INTERNATIONAL ARTS GUIDE

### BERLIN

**CONCERT**  
Deutsche Oper Berlin  
Tel: 49-30-3438401  
● Vladimir Vogel zum 100.  
Geburtstag: concert of works by Vogel on the occasion of the 100th anniversary of the birth of this composer. Soloists include narrator Frieder Reinhold, bass Josef Becker, baritone Morton-Ernst Lassing, flutist Wolfgang Daspach, oboist Sebastian Römisch, clarinetist Heinz-Gert Ruckell, saxophonist Dieter Vette and pianist Daniel Suttin; 8pm; Feb 12  
● Philharmonie & Kammermusiksal  
Tel: 49-30-254880  
● Giulio Cesare in Egitto: by Handel. Concert performance by Concerto Köln, conducted by René Jacobs. Soloists include Andreas Scholl, Lynne Dawson, Bernarda Rink and Louise Winter; 8pm; Feb 12  
**EXHIBITION**  
Das Bauhaus-Archiv, Museum für Gestaltung  
Tel: 49-30-2540020  
● Bauhausapote Rorsch, Roldame und Erfolg einer Marke: exhibition

devoted to the tapestries designed by the artists of the Bauhaus that were produced in the 1920s by manufacturer Emil Risch; from Feb 14 to May 1  
**OPERA**  
Komische Oper Tel: 49-30-202600  
● Die Fledermaus: by J. Strauss. Conducted by Yakov Kreizberg and performed by the Komische Oper; 7pm; Feb 12  
Staatsoper unter den Linden  
Tel: 49-30-2028261  
● La Calisto: by Cavalli. Conducted by René Jacobs and performed by the Théâtre Royal de la Monnaie and the Concerto Vocale; 6.30pm; Feb 11, 13 (7pm), 15

### BRUSSELS

**DANCE**  
Cirque Royal Tel: 32-2-2182015  
● Ballet Victor Ullate: perform the choreographies Arayan Daraxa and De Triana a Sevilla by Victor Ullate, and Before Nightfall by Nils Christie; 8.30pm; Feb 13, 14

### FRANKFURT

**CONCERT**  
Alte Oper Tel: 49-69-1340400  
● Gemeinschaftskonzert der Frankfurter Chöre: concert by the Frankfurt choirs with conductor Rupert Huber and organist Martin Licker on the occasion of the 100th anniversary of Anton Bruckner. The programme includes work by Bruckner, Brahms, Liszt, Cornelius and Labor; 5pm; Feb 11

### HAMBURG

**CONCERT**  
Musikhalle Hamburg

Tel: 49-40-346820  
● Hamburger Konzertchor: and the Göttinger Symphoniker with conductor Walter Gehlert perform excerpts from the operas Lucia di Lammermoor, Nabucco, Norma, Carmen and Un Ballo in Maschera. Soloists include the soprano Annunziata, Lisa Lantieri, Cecilia Maria Laponi and Eleonora Wen, and mezzo-soprano Gritt Genaucik; 8pm; Feb 10

### HELSINKI

**EXHIBITION**  
Ulkomaisten Taiteiden Museo - Museum of Foreign Art, Sinebrychhoff Tel: 358-0-17336360  
● Joy and Fury. From Baroque to Symbolism: exhibition of German and Austrian paintings from the 17th to the 19th century; from Feb 15 to May 22

### HOUSTON

**EXHIBITION**  
The Menil Collection  
Tel: 1-713-525-8400  
● Jasper Johns: The Sculptures: the exhibition includes 30 sculptures selected by Fred Orton, senior lecturer in History of Art at the University of Leeds, in collaboration with the artist. The exhibition will travel to Leeds after the showing at the Menil Collection; from Feb 16 to Mar 31

### LONDON

**CONCERT**  
St. John's, Smith Square  
Tel: 44-171-2221081  
● The Tallis Scholars: with conductor Peter Phillips perform

works by Tye, Sheppard, Parsons and Tallis; 7.30pm; Feb 13  
Wigmore Hall Tel: 44-171-9352141  
● Amanda Rocco: accompanied by pianist Malcolm Martineau. The soprano performs works by Haydn, Strauss, Fauré and Britten; 7.30pm; Feb 13

**EXHIBITION**  
Royal Academy of Arts  
Tel: 44-171-4397438  
● Sir John Everett Millais and the Royal Academy: this exhibition marks the centenary of the death of Millais and draws on works in the Royal Academy's collection, as well as work from the Millais family; from Feb 13 to Mar 11

**OPERA**  
Royal Opera House - Covent Garden Tel: 44-171-2129234  
● Aida: by Verdi. Conducted by Jan Latham-Koenig and performed by The Royal Opera. Soloists include Julia Varady, Mervella Hatzianou, Sidwell Hartmann and Sidorio Winter; 7.30pm; Feb 13, 16

### LOS ANGELES

**EXHIBITION**  
Los Angeles County Museum of Art Tel: 1-213-657-4522  
● From the Land of the Thunder Dragon: Textile Arts of Bhutan: exhibition of more than 50 textiles, fine silverwork accessories, and appliquéd Buddhist images; from Feb 15 to May 5

### LYON

**CONCERT**  
Opéra de Lyon Tel: 33-72 00 45 45  
● Christine Schiffer: accompanied by pianist Graham Johnson. The soprano performs songs by

Schubert, R. Schumann and R. Strauss; 8pm; Feb 12

### NEW YORK

**CONCERT**  
Alice Tully Hall Tel: 1-212-875-5050  
● Winterset: by Schubert. Performed by baritone Wolfgang Holzmair, accompanied by pianist Ulrich Köller; 8pm; Feb 13  
**OPERA**  
Metropolitan Opera House  
Tel: 1-212-362-6000  
● Madame Butterfly: by Puccini. Conducted by Julius Rudel and performed by the Metropolitan Opera. Soloists include Diana Soviero, Wendy White, Franco Farina and Juan Pons; 8pm; Feb 12, 15

### PARIS

**CONCERT**  
Salle Pleyel Tel: 33-1 45 61 53 00  
● Orchestre Symphonique Français with conductor Chiu-Sen Chen, pianist Prisca Benoit and violinist Hagai Shaham perform works by Saint-Saëns, Mendelssohn, Conde and Mozart; 8.30pm; Feb 12  
**DANCE**  
L'Opéra de Paris Bastille  
Tel: 33-1 44 73 13 99  
● Ballet de l'Opéra National de Paris: perform three choreographies by Balanchine to music by Tchaikovsky: Sérénade, Pas de deux, and Allegro Brilliante; 7.30pm; Feb 13, 15, 16

### ROTTERDAM

**EXHIBITION**  
Kunsthal Tel: 31-10-4400301  
● Han van Meegeren (1889-1947).

Van (riskend) kunstenaar tot meester: exhibition of work by this Dutch artist and renowned forger of Vermeers and De Hoochs; from Feb 10 to Jun 2

### STUTTGART

**OPERA**  
Staatstheater Stuttgart  
Tel: 49-711-20320  
● Così fan tutte: by Mozart. Conducted by Alan Hacker and performed by the Oper Stuttgart; 7pm; Feb 11, 15

### VIENNA

**OPERA**  
Wiener Staatsoper  
Tel: 43-1-51 44 42 960  
● Der Rosenkavalier: by R. Strauss. Conducted by Friedrich Peyer and performed by the Wiener Staatsoper. Soloists include Julia Faulkner, Angelika Kirchschlager and Juliana Baner; 8pm; Feb 11

### ZURICH

**CONCERT**  
Opernhaus Zürich  
Tel: 41-1-268 6666  
● Alban Berg Quartett: perform Mozart's String Quartet No.14 and String Quartet No.15, and Schnittke's String Quartet No.4; 8.30pm; Feb 12  
**OPERA**  
Opernhaus Zürich  
Tel: 41-1-268 6666  
● Le Nozze di Figaro: by Mozart. Conducted by Nikolaus Harnoncourt and performed by the Oper Zürich. Soloists include Eva Mei and Isabel Rey; 8pm; Feb 11, 13 (7.30pm), 15 (7pm)

### WORLD SERVICE

BBC for Europe can be received in western Europe on Medium Wave 648 kHz (463m)

### EUROPEAN CABLE AND SATELLITE BUSINESS TV

(Central European Time)

MONDAY TO FRIDAY

NBC/Super Channel

07.00 FT Business Morning

10.00 European Money Wheel

Nonstop live coverage until 14.00 of European business and the financial markets

17.30 Financial Times Business Tonight

Midnight Financial Times Business Tonight



## COMMENT &amp; ANALYSIS



Philip Stephens

## No call for radicalism

Both main parties are seeking to dispel concerns about the future of the welfare state ahead of the general election

Crisis, what crisis? A demographic timebomb, an explosion in benefit payments, the welfare state blasted into bankruptcy. Forget it. That was yesterday's story. The politicians have awoken from their nightmare. It turns out that the detonators were duds. Britain can afford a civilised society after all.

Do not take my word for it. Listen to Peter Lilley, the secretary of state for social security. Few will need reminding that Mr Lilley is seriously of the political right. You would be hard put to find in John Major's cabinet a more instinctive enemy of big government and the dependency culture. This is the minister so anxious to curb public spending that he would rob the nation of its self-respect by denying a few pounds a week in benefit to penniless seekers of political asylum.

This week Mr Lilley delivered the inaugural lecture at Politeia, a new rightwing think-tank. I suspect that I was not alone in the audience in anticipating a radical vision of small government and self-reliant individualism. A day earlier Kenneth Clarke, the cabinet's lone leftist, had insisted that a One Nation welfare state was perfectly affordable and here to stay for as long as he held the purse strings. Mr Lilley, who is about as far from the chancellor in ideological outlook as Tony Blair is from Arthur Scargill, would surely give another side to the story.

In fact, he spoke intelligently and informatively. Mr Lilley is a confident master of his brief. But he sounded, well, almost complacent. The central political issue confronting every developed country was indeed the need to curb welfare spending, he confirmed. And the key to that dilemma was provision for the elderly, which in Britain accounts for about 40 per cent of the £90bn a year social security budget. But if other governments (especially those on the European conti-

nent) were still waiting for the explosion, Mr Major's administration had defused the bomb. Private provision had raised the total value of funded pension schemes to a massive £500bn, and the increase in 1995 alone had been nearly £100bn. In other words, citizens in Britain had already salted away more for their old age than those in all the other European Union countries combined. What's more, Mr Lilley had been shrewd enough to equalise the pension age at 65 rather than 60, saving countless billions of pounds for future generations of taxpayers. And, as luck would have it, the demographic slope towards an ageing population was shallower in Britain than elsewhere.

Mr Lilley came well armed with statistics to sustain this thesis. The Organisation for Economic Co-operation and Development, for example, had published long-range forecasts for the national debt of every major economy on the basis of present pension provision and tax rates. It concluded that the national debt in France and Germany would double by 2030. In Japan, the level of government indebtedness would soar to three times the national income. By contrast, on present trends, Britain's debt would vanish and the government would begin to accumulate assets.

Citizens in Britain have already salted away more for their old age than those in all the other European Union countries combined

For those in his audience harbouring any lingering doubts, Mr Lilley proffered similar reassurance on the bigger benefits picture. The overall social security budget, including unemployment, housing, disability and other transfers as well as pensions, had grown 5 per cent a year in real terms since 1948. Nothing else had contributed as much to higher taxation. But thanks to his salami slicing of a range of benefits over the past few years, the budget was now under control. The planned expansion was down to a little over 1 per cent a year, half the underlying growth rate of the economy, leaving ample headroom for tax cuts. End of nightmare.

There was, of course, an important difference of emphasis in these two contributions from right and left of the cabinet. With an eye no doubt on the forthcoming general election campaign, Mr Lilley's point was the narrow one that spending is now on a sustainable track. The voters could be reassured that if the Conservatives were re-elected, they would wield scissors rather than shears when benefits required pruning.

Mr Clarke, meantime, was at pains to make the positive case for a welfare state embracing free education and health as well as social provision. In the chancellor's mind, an expensive role for government is not a question of political needs must. In a world of ever fiercer competition and ever greater insecurity, this is money well spent, a help rather than a hindrance to the free market economy.

As Mr Clarke put it in his lecture at the London School of Economics, "people need to be reassured more than ever before that, through thick and thin, their health will be looked after, their children educated and a safety net provided for their old age and periods of involuntary unemployment". Tony Blair, might use identical words.

The government is not

alone in seeking to dispel needless alarmism about the future. The opposition also understands that to suggest before the election that the welfare state is an institution in crisis is to threaten unpopular spending cuts after the votes have been counted.

A year or two ago, the talk in the Labour party was of root-and-branch reform of the present system. More recently there has been much speculation that the party's curious flirtation with Singapore (I simply cannot understand Mr Blair's friendship with that great ally of democracy Lee Kuan Yew) might take Labour along the path to a system based on compulsory saving.

But as polling day looms, the ambitions are being scaled back. Gordon Brown, the shadow chancellor, is cautious about any proposals which might upset the voters. Chris Smith, the social security spokesman, has rejected a move to a Singapore-style savings scheme. The mood now is for incrementalism.

There is a serious danger in all this. To say that the social security budget no longer risks bankrupting the state is not to agree that the present structure is desirable or sustainable. A large proportion, perhaps two-thirds, of benefits spending represents "churning", smoothing out fluctuations in the recipient's income over their lifetime. The remainder marks a redistribution of resources to the poor.

But unemployment, low pay, poor educational attainment and a myriad of tax and benefit traps leave this second group of recipients ever more isolated. They suffer most from Mr Lilley's reforms, yet their income is so low that the notion of private provision is a cruel deception. Tinkering with the present system will not offer this ever more permanent underclass an escape route from the vicious circle of low incomes and state dependency. The welfare state is not in crisis, but there is a crisis within it.

## LETTERS TO THE EDITOR

Number One Southwark Bridge, London SE1 9HL

We are keen to encourage letters from readers around the world. Letters may be faxed to +44 171-873 5938 (please refer to 'line'). e-mail: letters.editor@ft.com Translation may be available for letters written in the main international languages.

## Drawbacks of a gold system

From Mr David A. Brown

Sir, In "Bring back gold" (February 5), Michael Prowse suggests scrapping central banks, fully privatising the money supply, and guaranteeing the stability of the new regime through a requirement that privately issued banknotes be backed with gold (or other appropriate commodity). Mr Prowse's idea, like the flat tax rate, seems attractive at first sight. But consider the context in which it would proceed.

Communications technology, regulatory policy, and "free market" forces have uniquely combined to produce a globally wired financial system that is driven as much by expectations as by underlying economic fundamentals. The dynamics of speed, scope and competition consistently favour the short over the long-term view.

Unsurprisingly, some of the toughest policy challenges now derive from an inherent and unresolved tension between the abstract demands of electronically mobile capital and tangible political, social and economic realities (witness Europe's present currency debate).

It is fine and good to try and buttress a currency with substance. But in an environment where sound macroeconomic policy often fails to stabilise sovereign currency, why should one expect gold effectively to insulate private consortium-backed cash? Whatever the regime the essential distributional and disciplinary choices remain. One should be alert to the motivations and relative leverage of those who propose to make choices on one's behalf.

David A. Brown,  
Kettersgracht 312,  
1016 EX Amsterdam,  
The Netherlands

## Just a clichéd view of Austria

From Frank Zeller

Sir, Giles MacDonogh, in his review of Gordon Brook-Shepherd's book *The Austrians* ("Aly of the Third Reich", February 3), chides the author for forgiving the Austrians "a few of their faults". This apparently is not something Mr MacDonogh wants to be said about himself. Indeed, he spares no effort to explain why Austria is "bad news" for him. Yet, where Gordon Brook-Shepherd presents history, Giles MacDonogh strings up a line of clichés and myths without much regard to historical context.

According to him, the world would be a much better place had it not been for the Austrians. Without Austria, no Hitler, without Austrians, no concentration camps.

Since there is no point in battling against clichés and

myths, let me just set a few facts straight. First, Austria was never an ally of the Third Reich. In fact, the idea of the "Third Reich" included doing away with Austria in a "Greater Germany". The "substantial numbers of Austrians continuing to believe that Adolf Hitler and the Third Reich were not so bad" are a far-fetched notion.

The assertion that "racism is a powerful force in Austrian politics" is simplistic and neglects the fact that Austria received hundreds of thousands of Hungarian, Czech and Polish refugees during the times of the Iron Curtain, not counting the 1m Russian Jews who transited to freedom through Austria.

Schuschinsky was certainly not the only "occasionally witless figure" trying to deal with Hitler (remember Chamberlain?).

Indisputably, the Allied decision for political reasons to make Austria Naziism's first victim delayed the process of "Vergangenheitsbewältigung" in Austria. Yet, Austrian victims of National Socialism were being compensated increasingly over the last decades and the fund Mr MacDonogh mentions has made awards also in this country.

Finally, I find it difficult to believe that the warm welcome Austria received in Britain as a new member of the European Union only last year was directed to an "ally of the Third Reich". There must be more to Austria than that.

Frank Zeller,  
first secretary,  
press and information,  
Austrian Embassy,  
18 Belgrave Mews West,  
London SW1X 8EU

## Folly of a megastate a considered view

From Mr C.H.C. Fordham

Sir, Ian Davidson is right in saying that Helmut Kohl is well placed to drive European events his way ("Beyond the catwalks", February 7). But British reaction to Kohl's speech is not irrational. It stems from the view held by the majority of Britons who

have considered the issues carefully that it would be folly to build a European megastate on Kohl's designs. Where Britons go wrong is not in pointing out the sloppiness of Kohl's thinking, but in only debating among themselves. The debate needs to be carried more forcefully than now to

the people of all 15 members of the European Union. In this way we will live up to William Pitt's claim that "England has saved herself by her exertions and Europe by her example".

Christopher Fordham,  
16 Leamington Road Villas,  
London W11 1BS, UK

## Misery that is inflicted by late payers

From Mr James Robson

Sir, As the managing director of a small company (20-plus employees) established more than 50 years I am absolutely disgusted by UK deputy prime minister Michael Heseltine's statement on delaying payments ("Heseltine fuels row over late payments", February 5).

I wonder how many honest businessmen suffered untold misery through his actions. My family have been life-long Conservatives but if men of Heseltine's ilk are to be our

leaders I personally will back John Prescott, Labour's deputy leader, who appears to live in the real world.

James Robson,  
managing director,  
Robsons,  
Wolsingham in Weardale,  
County Durham, UK

From Mr J.B. Shea.  
Sir, Is late payment the responsibility of the customer or the supplier?  
I know it is fashionable to blame large companies for

deliberately withholding payment from suppliers.

However, during the course of my career I have noticed some companies, with sensible credit control procedures, have little trouble getting paid, while others regularly run their businesses with three, four or even five months' sales outstanding as debtors.

J.B. Shea,  
Shea & Co.,  
chartered accountants,  
Regent House, 291 Kirkdale,  
Sydenham, London, UK

## Europa • Erik Hoffmeyer

## Bystanders at the infighting

The real debate on monetary union is about the relative power of France and Germany



Most observers begin an analysis of the European Union by looking at its historical evolution; they note how co-operation has gradually become more intimate and is leading to the establishment of an economic and monetary union - Emu.

I prefer to start by noting that the two driving forces behind the development of Europe over the past 30 or 40 years, France and Germany, find themselves in a situation in which their peoples are profoundly dissatisfied with this development.

In France, economic and monetary union is under attack because the government needs to tighten fiscal policy - so France can qualify to participate in Emu in 1999 - and has found that an appropriate place to make a start is the country's dated welfare legislation.

In Germany, more than two-thirds of the people are opposed to Emu, and up to 70 per cent believe that switching to a common currency from the D-Mark will diminish the value of their money.

How is it that the governments of the two leading countries of Europe have got their populations against them? The concern is evident in Germany, and the anger persists in France, even after the government backed down on some welfare reforms to end the disruptive public-sector strikes at the end of last year.

One reason for the differences between the governments and their citizens is the unreal nature of the public discussions on Emu. These are consistently couched in economic terms when the real debate is about the relative power of the two nations.

The Germans resent others talking about the power which Germany has acquired. But irrespective of the public discussions on Emu, these are consistently couched in economic terms when the real debate is about the relative power of the two nations.

The Germans resent others talking about the power which Germany has acquired. But irrespective of the public discussions on Emu, these are consistently couched in economic terms when the real debate is about the relative power of the two nations.



Up in flames: French workers protest against welfare reforms by burning an effigy of prime minister Alain Juppé

many years is so substantial that it is a factor. When the Germans express an opinion or wish on a political or economic issue they are listened to in a way that other countries are not.

Against this stands the power of France, but its influence is not as great as it was, and has surely declined since Charles de Gaulle dominated the European scene.

The Germans have long been in favour of economic and monetary union as a means to promote European solidarity. The political motive for this has been that Germany wants to be populated by "European Germans", as Chancellor Helmut Kohl puts it, meaning that nationalism should be subsumed into a federal Europe.

Many of the older generation agree that it is a good idea to bind Germany very closely to the other European countries as a means of avoiding a repetition of the country's exercise of power earlier this century.

In the case of France, there has been a gradual change of attitude. Initially, there was some hesitation about the surrender of sovereignty involved in Emu. But gradually the French realised that giving France a say in European economic and monetary policy in

a centralised system was the only way of compensating for the unequal balance of power between Germany and France. Such are the fundamental political considerations behind Emu.

But other members of the European Union, such as Denmark, are in the curious position of bystanders at the spectacle of this French-German infighting.

When France and Germany agree, decisions are usually adopted; when they disagree, nothing happens. While this does not apply to all EU problems, it is definitely true of decisions regarding Emu.

The role of other countries is merely to find out whether it is possible to detect a point where the two are in agreement. Otherwise we might just as well keep silent because it is the political relationship between the two countries that really matters.

German authorities say openly that Emu cannot be created without France and they do not care about other countries. This is not part of the Maastricht treaty.

And yet we are in a situation where the political establishments in France and Germany have badly misjudged the opinions of their electorates. The

resentment is too strong to be ignored. The result is that Germany's attitude is becoming more and more cautious - and its demands on other countries tougher - as it seeks to defuse domestic opposition to Emu.

In the beginning, for example, the Maastricht treaty conditions on inflation, interest rate levels, exchange-rate policy and public indebtedness were considered rather loose targets, but they are now taken in Germany as unconditional targets which have to be interpreted strictly.

Then there is the request by Theo Waigel, the German finance minister, for a stability pact for Europe that would oblige Emu member states to cut their annual budget deficits to 1 per cent of gross domestic product in times of normal growth.

He has also raised the idea of expelling countries from Emu if they cease to fulfil the fiscal targets. The Germans interpret the treaty: the other countries all accept with military obedience.

In France, meanwhile, the politicians are becoming more and more eager to establish economic and monetary union before it is too late. The consequent pressures on French economic policy are almost impossible for the French to bear.

The politicians in the two countries have indeed got problems because they have not paid enough attention to the ordinary citizen's understanding - or lack of understanding - of the necessity of an economic and monetary union.

The political consequences may be that the ever sharper German demands - and Germany has taken on itself an exclusive right to interpretation of the Maastricht treaty - will be seen as an expression of German arrogance.

At the same time, France will be forced to realise that its power relative to Germany is no more than it was 100 years and more ago.

In this case, the Paris-Bonn axis will begin to break down, with incalculable consequences. It is remarkable that thoughts of this kind are being expressed not only by academics but recently also by people such as Helmut Schmidt, the former German chancellor, and Jacques Delors, the architect of the Maastricht treaty.

The author was governor of the Danish central bank from 1985 to 1995.

## County Durham welcomes

TRW

TRW Automotive  
Occupant Restraint Systems

TRW's announcement that it is to construct its European airbag inflator and assembly plant on a 15-acre greenfield site at Peterlee, County Durham is the latest in a long line of investment success in County Durham and the North East of England.

TRW's investment follows recent projects announced by Fujitsu, Hutchinson Orange PCS, Neyr Plastiques and Dong Jin, totalling over £860 million and creating 1300 jobs in the county.

If you need a first-class site or facility for your UK or European business operations, call Phil Eadon today or fax him for further information on why County Durham is the ideal location for your investment. County Durham Development Company, County Hall, Durham DH1 5UT, England. Tel: +44 191 383 2000. Fax +44 191 386 2974.

## County Durham.

A first class county for business.

CDDC is a company controlled by Durham County Council.

هكزامن الأصيل



## FINANCIAL TIMES

Number One Southwark Bridge, London SE1 9HL  
Tel: +44 171-873 3000 Telex: 922186 Fax: +44 171-407 5700  
Friday February 9 1996

## Israel's chance for peace

Mr Shimon Peres has apparently decided to opt for early elections in Israel in May, rather than wait until the end of October, when they were due. That would seem a sensible rather than a cynical move. It means that the peace negotiations which have been started with Syria - the most important piece in the Middle East jigsaw still to be put in place - will not be held hostage to the unpredictable divisions of Israeli domestic politics.

Mr Peres was torn in his decision between hoping for a Syrian peace deal in the course of the coming months, to help his re-election chances later in the year, and fearing that Syria would use the October deadline to force him into excessive concessions. But he has always insisted that peace must come first. On that he is surely right.

Of course it is possible that he will lose the elections in May, in spite of the fact that he appears to have a big lead in the opinion polls over his principal rival, Mr Benjamin Netanyahu of the Likud party. He owes that lead very largely to the wave of sympathy and horror which swept Israel at the assassination of his predecessor, Yitzhak Rabin, last November. Another terrorist atrocity shortly before the elections could transform the situation. Israelis are deeply divided about the wisdom of the peace process. Until Rabin's death they seemed inclined to abandon the effort, opting instead for embattled security.

That is the only option Mr Netanyahu appears to be offering. He does not have an alternative peace policy to that of Mr Peres. He would not negotiate any deal with Syria. He will not meet Mr Yasser Arafat, the Palestinian leader, and he would discontinue the gradual process of Israeli disengagement from the West Bank. All the indications are that a victory by Mr Netanyahu, with his nationalist allies, would bring the current peace process to an end.

The forthcoming elections will be the first in which Israelis will vote twice, both for a prime minister and for a party. Thus it is possible that there may be a stalemate, for example if Mr Peres wins, but cannot put together a parliamentary majority. But that seems less than likely: a vote for Mr Peres would be a clear vote for the peace process to continue. On that at least he is unequivocal, and the other political parties could scarcely ignore it.

There is no doubt that Mr Peres' vision of peace throughout the Middle East leading to shared prosperity, and thus to removing the causes of violence, is enticing. But given the history of bitter enmity and the fundamental disagreements on land rights between Israelis and Palestinians, it cannot be taken for granted. It is a high-risk strategy he is following, for his own people and for his political future. Yitzhak Rabin paid the ultimate price. But his death may yet give his successor a chance to negotiate a lasting peace settlement.

## Angola in jeopardy

For the second time in four years, Angola's embittered leaders are in danger of squandering the country's chance of peace, and reviving a conflict which has already cost hundreds of thousands of lives.

That would be tragic enough. Yet more than the future of Angola is at stake. Unless the UN-monitored peace process stays on track, the vision of a stable and dynamic southern Africa will be no more than a mirage.

For this reason alone, Angola's plight should attract the urgent attention of the region's leaders, notably President Robert Mugabe of Zimbabwe and President Nelson Mandela of South Africa. They face a formidable task. Neither Angola's President Eduardo dos Santos nor his long-standing rival, UNITA leader Jonas Savimbi, are without blame for the current crisis, though Mr Savimbi has most to answer for. It was his refusal to accept defeat at the ballot box by Mr dos Santos that led to the collapse of the first agreement, eventually salvaged under pressure from the international community.

Now the second attempt is in jeopardy. The ruling MPLA still seems to believe that it can win the war. It does not trust Mr Savimbi, and not without justification. He has failed to deliver his promise that 16,500 of his men would report to assembly areas by yesterday, prior to demobilisation. Given the record of past failure and seemingly implacable enmities, it is hardly surprising that UN members yesterday made clear their irritation and impatience by extending the mandate of the monitoring force by only three months, rather than the six months sought by the secretary general Boutros Boutros Ghali.

Yet given the complexity of the task, and the consequences of failure, southern African leaders should be urging the world body to stay the course. Indeed, there is a case for providing additional resources to the monitors. Funds will not be forthcoming from the cash-strapped UN, and nor should they be. Angola has the means - notably income from the 650,000 barrels of oil a day which currently fuel the ruling party's war effort. If both sides are serious about peace, they should be prepared to help pay for this process.

At the same time, the region's leaders should call on the Security Council to impose an embargo on arms supplies to both sides. Although military supplies to UNITA are already banned under a UN resolution, those to the Angola government are not. Blessed not only with oil, but with diamonds and a potentially flourishing agricultural sector, Angola is one of the few countries in Africa with the prospect of prosperity if it can only have peace. That is why it is worth both sides being prepared to pay for peace. The time has come for Messrs Mandela and Mugabe to hammer home that message.

## Active defence

According to Kant, whoever wills the ends wills the means. This is not, apparently, a point of view shared by the British Ministry of Defence, at least when it comes to its handling of the defence industry. In reply to a Commons report on the future of the industry in Britain, the MoD acknowledges that rationalisation of the industry across Europe is both necessary and desirable. What the MoD then refuses to accept is that the means to that end inevitably requires action on its own part.

That there is a need for restructuring of the global defence industry is in little doubt. Within Europe the signs of an overcrowded and inefficient market are everywhere. The duplication of effort by countries, both in military research and manufacturing, is manifest. An alarming proportion of the defence industry's costs are fixed overheads, rather than in the variable costs of production.

Despite the evident need for action, the British MoD says that while it listens with a sympathetic ear to industrial problems, it is for fear of industrial problems, it is for companies and companies alone to determine the future shape of the industry. This is an unrealistic position to adopt as the sole buyer of an industry's products, in an arena so closely bound to politics. Even if the General Electric Company said tomorrow that it wished to merge its Marconi defence business with Thomson-CSF of France, or British Aerospace were to announce its

intention to combine with Daimler-Benz Aerospace, neither could move far without MoD help in negotiating political clearance. More than that, the UK government should press its partners to co-ordinate equipment requirements and agree to a reciprocal policy of defence assets - a policy from which EU members would gain. The US provides a good model here: it is the Pentagon's helpful attitude to rationalisation which has made many of the recent American mergers possible.

Britain has much to offer to the transformation of the European industry. Its policy of greater openness and competition in procurement is surely right, and others may move toward it if the UK argues its case in European councils. Defence is also one of the few industries within Europe where Britain still has a lead in technologies and skills which give it weight. The European defence industry could well be shaped in an image heavily influenced by British thinking, if the UK only has the courage to lead the debate. If its current passivity leads to other views prevailing, it will only have itself to blame.

Kant qualified his view by saying that he who wills the end wills the means within his power. It is within the MoD's power to assist the company-led consolidation of the European defence industry. If it really believes in that end, it should do so, and quickly.

## TV contestants on their marks

Raymond Snoddy on the frenzy in the UK media industry that could follow yesterday's £3bn merger

Lord Stevens and Lord Hollick did not have all the time in the world to discuss the £3bn merger of their media groups announced yesterday.

Lord Stevens - chairman of United News and Media, publishers of the Daily Express - and Lord Hollick - managing director of MAI, the broadcasting and media services group that controls two Independent Television licences - were aware that the clock was ticking as they held a series of increasingly intense meetings. They were held first in each other's offices and then at a neutral, anonymous address.

Although both sides yesterday denied any defensive motives behind the merger, and emphasised the positive opportunities it offered for growth in international media markets, each group faced a potential problem.

Time was shortest for MAI. A new broadcasting bill has already begun its course through the UK parliament - a bill that will cast aside the present rule preventing any company owning more than two of the 14 regional ITV commercial broadcasting licences. The new limit will be set at 15 per cent of total viewing.

Time was also short for Lord Stevens. His group, which controls two licences, is a generous level intended to increase consolidation in ITV. It could allow large players such as Carlton Communications to make a run at MAI and its attractive English television licences - Anglia Television and Meridian Broadcasting.

Although no predator had emerged MAI could have found itself under threat by the summer. United's problem was less pressing but none the less real. How could United, a company with no presence in the electronic media - apart from information on digital databases - join the fast growing multimedia business? Lord Stevens was keen, but the 1990 Broadcasting Act prevents newspapers groups owning more than 20 per cent of a television company; television assets, furthermore, are expensive.

The coming together of the two peers and their two groups to form an integrated media group solves potential problems for both parties. One of the remarkable things about the new company - so far unnamed, although United Media will do for now - is how complementary the businesses are. There is virtually no overlap between United's national and regional newspapers, advertising publications, business magazines and exhibitions and MAI's broadcasting, cin-

emas, market research, and broking and financial information businesses.

In some areas there will be clear opportunities for cross-promotion. The newspapers of United Media will be able to promote the television programmes and the new cable and satellite channels the old MAI was planning to launch.

But the principal argument put forward by Lord Hollick - and it was mainly Lord Hollick who did the talking yesterday - concentrated on improving margins in existing businesses, enjoying economies of scale and having enough resources to invest immediately to take advantage of fast-moving markets. Savings worth at least 10 per cent of the combined operating profits of £288.5m are promised.

"I think the big opportunity is to develop businesses in a number of key markets," said Lord Hollick. It is equally clear that there will be, over time, a process of choosing which companies can be leaders in their markets and disposing of the rest. If, for instance, the present vigorous attempt to reverse the decline in circulation at the Daily and Sunday Express were to fail after two or three years then the titles could indeed be for sale.

The question the rest of the media world will be asking today is whether any other media groups will be able to find their way through the present regulatory thicket to put together a newspaper and television grouping before the current broadcasting bill becomes law, probably in July.

To stay on the right side of the existing law, United and MAI are using the "deadlocked company" device. The control of Express Newspapers will be re-organised and all the shares transferred to two new subsidiaries: UBS, the securities group, will technically control 50 per cent of the subsidiaries, but will take only a fraction of the economic benefits. The aim is that no-one should be seen to be controlling Express Newspapers as far as the current Broadcasting Act is concerned.

The Independent Television Commission said yesterday that it appeared that the device met the legal requirements of the existing Act: the loophole is being closed in the current broadcasting bill by giving the ITC the discretion to decide where control actually lies.

The ITC also said yesterday it saw no difference in principle between depositing Express Newspapers in a deadlocked company



## A lord to the left, a lord to the right

and doing the same for an ITV licence. This means that in theory the Roadgates are now open for those who want to pounce on ITV companies such as Yorkshire-Tynes Tees, HTV or Scottish Television.

Two obstacles have to be removed, however, before ITV can turn into the Wild West. Another clause of the 1990 Act says that after two licences are held an ITV company can hold only an additional 20 per cent in a further licence. As "deadlocked" companies require the holding of exactly 50 per cent by each party, some further corporate engineering may be required. Uncertainty also remains about exactly how much of ITV a single company will be allowed to own in terms of advertising revenue by the Office of Fair Trading.

The unresolved ambiguity is unlikely to stop a frenzy of excitement. Associated Newspapers, publishers of the Daily Mail, which has long expressed a desire to get into television, may now decide to use the United/MAI version of the deadlocked company device.

And will Mr Michael Green, chairman of Carlton, be prepared to stand by and watch the last free-standing ITV companies snapped up? Mr Green will be at his desk today trying to work out the implications of the move.

Most UK media stocks rose yesterday on the grounds that they would either be predator or pursued. Ironically Carlton shares fell, apparently on fears that Michael Green might be tempted to launch a counterbid for MAI.

Last night the only certainty - in the absence of any counterbids emerging for either United or MAI - is that in the game of musical chairs the music is getting faster and two chairs have been taken away.

At the press conference yesterday it took only a glance at the platform to tell the difference between the two men who will run the merged United News and MAI.

The sign in front of Lord Stevens, who will be chairman of the as yet unnamed media group, said Lord Stevens. But the label for the new chief executive said simply Clive Hollick, even though he too is a peer of the realm.

Such nameplate nuances reflect the political affiliations of the two. Lord Stevens of Ludgate, 65, who loves his peerage and all it stands for, got it after donning the political mantle of Lord Beaverbrook and ensuring that the Daily and Sunday Express assiduously supported the Conservative cause.

The 50-year-old Lord Hollick of Nottingham Hill, who sometimes seems sheepish about his ennoblement, received his earl because he was a founder trustee of the Institute for Public Policy Research, the left-of-centre think-tank. He is also that relatively rare animal - a successful businessman running a public company who is also a socialist.

Lord Hollick is a former non-executive director of the pro-Labour daily Mirror. Before the last election it was he who hosted

lunches to introduce business executives and the City to Mr Neil Kinnock, then Labour leader. If Labour's lead in the opinion polls is translated into votes at the next election then Lord Hollick could become a rather more influential peer than his chairman.

After studying economics at Cambridge and making a name as an investment banker, Lord Stevens became chairman of United Newspapers in 1981. He enlarged the group and embraced new activities, including a profitable business in trade fairs and exhibitions.

Lord Hollick first came to prominence when he was put in charge of rescuing Vassalor, a failed fringe banking group - making him the youngest managing director of a quoted company at the time. He transformed it into the MAI group, expanding it from money broking and the Mills & Allen poster group into personal financial services. In 1992 he was part of the Meridian consortium that won the independent television franchise for the south of England. Meridian took over Anglia television in 1994, and in partnership with Pearson, publisher of the Financial Times, was the successful bidder for the new Channel 5 franchise last year.

Although they are unlikely to find themselves in the same voting lobbies in the House of Lords, the two peers have more in common than meets the eye. Both are self-made men and both have a peculiar sense of humour. They also share an eye for the bottom line - Lord Hollick in particular has a reputation for keeping his eye on expenses.

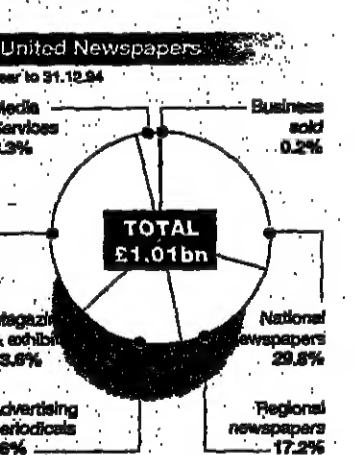
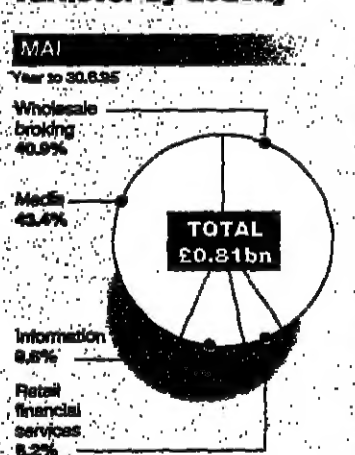
Although they run media companies, both are private men who rarely give interviews and are hardly ever seen on television.

Lord Stevens breaks cover in a grand manner once a year to host a lunch at London's Savoy Hotel for a hundred of the most influential people in media and politics.

Each year the routine has been the same. Lord Stevens gives a brief assessment of the state of his company, tells a few jokes and gives a short political homily - often, as if he really were the reincarnation of Lord Beaverbrook, critical of the Conservative government and its stance on Europe.

This year's lunch will be particularly interesting. Lord Hollick will have to decide whether or not to block such extravagance - or join the festivities himself.

## Turnover by activity



## OBSERVER

## Read me - on you

■ Cabinet ministers around the world should take a leaf out of their German colleagues' books. In fact, they'll probably send you the whole book if you ask nicely - courtesy of the domestic taxpayer.

The keeper of the nation's purse strings, Finance Minister Theo Waigel, seems to be one of the more enthusiastic spenders, according to an article in Der Spiegel, the weekly magazine.

He has allegedly shelled out DM39,000 (£63,265) of public money buying up 4,000 copies of his book on Germany's 1990 currency union, co-authored by Manfred Schell.

When Chancellor Helmut Kohl heard that of Waigel's spending habits, he asked around in the chancellery to see what his own office did. In principle, public money was not spent on such things, he was told - though the government press office had bought up half the print run, 5,000 copies, of Kohl's book on German unification. Defence Minister Volker Rühe off-loaded 5,000 copies of two recent books to the army, at an undisclosed price.

At the printing-conscious end of the cabinet, by contrast, employment minister Norbert Blum spent just DM2,025 on 250 re-mastered copies of collection of

his speeches - for the consumption of his house guests.

The research ministry admitted it had bought one copy of its boss Jürgen Ritter's *Dictionary of Democracy* for the library. Which leaves environment minister Angela Merkel, who entrusted her book of speeches and essays to the free market. But then, she's from east Germany.

## Hats off

■ There will be a sign of relief among some of the BBC's more intrepid reporters at the news that Chris Cramer, veteran BBC news gatherer, is defecting to Ted Turner's CNN International.

Cramer, who will be managing editor of CNN International, is a hard taskmaster. It was he who ordained that BBC TV correspondents must not wear fur hats. This might be OK for Robin Oakley and his political team at Westminster. But for overseas correspondents in some of the colder parts of the world it has been a nightmare.

The BBC likes its correspondents to stand in the snow when reporting from places like Washington and Moscow. Overcoats, boots, gloves and even scarves are permitted. But not hats. It thinks it undermines the correspondent's authority.

Angus Roxburgh, the BBC's man in Moscow, felt so strongly about the attitude of the BBC

management that he penned an impassioned letter to The Independent just before Christmas, claiming that "the increased medical bills for our constant colds, flu and rheumatism don't seem to bother them at all". With Cramer gone, sissies like Roxburgh may get their fur hats after all.

## Be a doll

■ Bill Gates has obviously had his eye on Barbie for some time. Why? Because Jill Barad, chief operating officer of Mattel, the toy company which makes Barbie dolls, has just joined the board of Microsoft.

Gates' software company, Barad is, we are told, "widely credited for her part in the dramatic growth in sales of Barbie dolls". The possibilities of such a union are considerable. Barbie's family will doubtless be extended, with long lost half-sisters such as Barbie Computer Programmer and Barbie Billionaire flaunting their nubile forms out of the Windows software. Not exactly calculated, though, to win friends among the long-suffering parents, already thoroughly exasperated by the doll's relentless popularity.

## Not a XXXX

■ As Australians prepare to go to the polls on March 2, Barry Young, a senior electoral officer in Western Australia, has more of a

logistical problem than most. Kalgoorlie, the parliamentary district in western Australia for which he is responsible, is at 2,586 square kilometres, probably the largest in the world.

So why would Australians, who presumably share most of the rest of the western world's disenchantment with the political breed as a whole, drive or walk for days to reach some makeshift polling booth on a cattle ranch, just to encourage the jokers in Canberra? Well, voting is compulsory in Australia. But even so, with fines set at A\$50 (\$58) or less, it has to be a lot cheaper to stay at home.

## Origami

■ Britain's teenage girls' magazines are not the only one's which leave a bit to be desired. The circulation battle among similar sorts of mags in New Zealand has led to a desperate effort by the three leading contenders to carve out their own niche. Cosmo, it seems, tells you when you have had an orgasm. Cleo tells you how to have one, and the NZ Woman's Weekly tells you how to knit one.

## Superlative

■ Fed up with Americans telling you to "Have a nice day"? It gets worse. Observer has just been told to have "an outstanding day".

## Financial Times

## 50 years ago

The diamond industry Mr H.F. Oppenheimer said at the annual meeting of the Rand Selection Corporation in Johannesburg. "The diamond industry has had a most prosperous year. Sales of diamonds reached \$24,500,000, a figure which is unlikely to be bettered as accumulated stocks of the Diamond Corporation have been liquidated, and in future demand must, generally speaking, be met from current production. The position this year may, however, be helped by the release of certain diamonds held in stock in Canada for war purposes."

U.S. demand for British cars New York: The big steel and auto labour strikes have resulted in a demand for British motor cars in the United States. Sales of British light-powered and comparatively expensive cars sold at a rate of about 500 a year over here before the war. Now J.L. Green, New York wholesale distributor of Austin cars, says he has ordered 1,000 Austins for delivery in the next three months and hopes to get 5,000 during the year. Mr. Green claims he could sell 50,000 to "car-hungry" Americans.



